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Prairie Employer Review

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New Info Exchange Not Seen As 'More Red Tape'

The average citizen's skepticism toward bureaucracy doesn't leave much room for the belief that government agencies are earnestly trying to coordinate their services and information gathering – either for their own benefit or the taxpayers'. In reality, many public service agencies are exploring cooperative programs; partly due, in truth, to federally mandated attempts to cut down on duplication and waste.

One such example in North Dakota is an information exchange that will not only prove valuable to those who produce the data, but to business leaders, job seekers, and other public groups who could put it to practical use. Dan Marrs is program director for the lengthy titled State Occupational Information Coordinating Committee, whose focus is to gather statistics relevant to the state's employment and job training needs.

Marrs admits that primary users of the collected information will be the committee members themselves: the CETA program administered by Job Service North Dakota; the Department of Vocational Education; the Division of Vocational Rehabilitation; the Governor's Employment and Training Council, which includes labor, industry and public service groups. "But comprehensive data for these agencies' program planning will ultimately lead to better services for others," Marrs adds.

Besides being a source of labor market and related information for planners in the public and private sectors, the committee is aiming at the needs of job seekers and those people Marrs terms "labor force intermediaries." The second group includes vocational counselors and placement specialists in schools and local Job Service or Vocational Rehabilitation offices who help students or clients make meaningful career choices and find available jobs.

"It made sense to set up this information system," stresses Dan Marrs, program director of S.O.I.C.C.

In the near future, job seekers may be able to go through easily indexed information which will tell them which career possibilities best match their interest and skills, the training needed in each field and where it is available in the state or region, what the current demand is for a particular job and where, and a variety of other facts important to a job decision. While much of this material is now available in various reports, the committee plans to computerize the information into a central system interfacing with Job Service's Job Bank. Job seekers can then study all the material before a computer keyboard and screen.

The third group to be assisted has already reaped important data through committee resources. Besides state

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Women Moonlighters Nearly Double in Last Decade

If inflation has more people considering a second job for extra income, a greater proportion of women are now taking to "moonlighting" than men according to a recent special report by Edward F. Sekscenski for the Bureau of Labor Statistics.

Multiple jobholders actually increased at the same rate as the total work force between May 1969 and 1979. Women, however, now account for 1.4 million or 30 percent of all moonlighters instead of the 16 percent found 10 years ago. The 4.7 million workers included in the study were wage or salary employees with more than one employer, self-employed also holding a salaried job, and unpaid family workers who have taken extra paid employment.

While Sekscenski makes no mention of the current recession's possible affect on this change, the rising number of women in the work force in recent years was cited as a major factor, especially since many of them have become their families' primary breadwinner. An increase in families with dual wage earners was also seen as a reason why fewer husbands are feeling the economic pressure to get a second job.

By May 1979, industries with the highest percentage of moonlighters in their ranks were public administration, and agriculture and services. Broken down into specific groups, they include education, entertainment and recreation, and state and local ad-

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Workers Find Mixed Record in Company Ownership

(Last month **Prairie Employer Review** *explored the renewed interest with worker-owned companies spreading across the country. The concept's popularity rests with recent success stories where employees have banded together to buy out and revive floundering businesses and save the community from massive layoffs. In Part 2, we examine some of the disadvantages as well as positive aspects of cooperative ownership, and take a critical look at its future potential.)*

Better attitudes and higher productivity and profits are claimed by enthusiasts of employer-controlled companies. This glowing picture of workplace democracy, however, represents only one part of the issue.

No comprehensive data has been collected to support these assertions. The long-term success of several Pacific Northwest plywood cooperatives show pay scales and output per man-hour at least 25 percent higher than in privately owned mills, but the figures are not recent and are only industrywide.

A study on the subject by Michael Conte and Arnold S. Tannenbaum, published by **Monthly Labor Review** in July 1978, did not relate significant profitability to employee ownership. They did note some positive impact when compared to conventionally owned firms, but they also suggest that these findings are closely associated to the subjective evaluations of those managers responding, and the percent of company equity owned by the workers.

Employee ownership can take two forms: Direct has workers owning company shares as do ordinary shareholders in a joint-stock company; and the type where employees contribute to a trust governed by an Employee Stock Ownership Plan (ESOP), with trust stock used as collateral to buy shares. Part of the company profits are then periodically contributed to the trust, which in turn allows it to repay the loan. As shares are gradually released, they are allocated to individual employees.

A frequently cited example of achievement in worker-control is the South Bend Lathe firm in Indiana, which used an ESOP to buy a failing business from Amsted Industries in Chicago in 1975. Within four years, the newly created firm changed previous losses into a 53 percent sales increase or about $21 million. After-tax profits quintupled to over a $1 million – not including another $1 million contributed to their ESOP trust in 1979.

Others which have profited under this form of ownership include the Okonite Co. in Ramsey, New Jersey, a wire and cable manufacturer employing 1,900 workers, and the smaller Republic Hose Manufacturing Corp. of Youngstown, Ohio. Each of these companies, it should be noted, managed the turnaround with federal aid. But not all government subsidized programs have managed gains and productivity.

In Lewiston, Maine, Bates Fabric bought out a business not willing to continue operations with a return on equity of only 7 percent. Unfortunately, the employees are now seeing no return on equity under their ESOP. While trust fund contributions are partly the cause, return on equity would still be 3 percent without the contribution.

The future for Mohawk Valley Community Corp. of Herkimer, New York, looks even more gloomy. After buying a library equipment firm from Sperry Corp., which was dissatisfied with a low investment return, the factory accomplished first year sales of $11 million and a profit of $315,000. Then losses totaling nearly $2 million occurred in the next couple years, attributed to ill-timed business practices and competition.

Experts analyzing the mixed record insist these accomplishments and failures equally point to the basic formula for business success – expert management, skilled and contented workers, and a product that sells. Corporation sell-outs of small companies do not necessarily point to disastrous failures on their part, and the positive experiences of new worker-companies might also have been achieved in conventional ownership. On the other hand, the costly problems that developed at Bates Fabric or in Herkimer could have similarly happened under new private ownership.

Since Uncle Sam came to the rescue in these and several other employee takeovers, the question naturally arises as to cost efficiency of such aid. Where does the government draw the line in loans to good, bad, and marginal operations? Some believe the cost is insignificant when compared to the savings: massive layoffs threaten a community's economic base as well as create government outlays for unemployment benefits, food stamps and welfare. Others insist that most of the money for these ventures has and will increasingly come from the

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PRAIRIE EMPLOYER REVIEW

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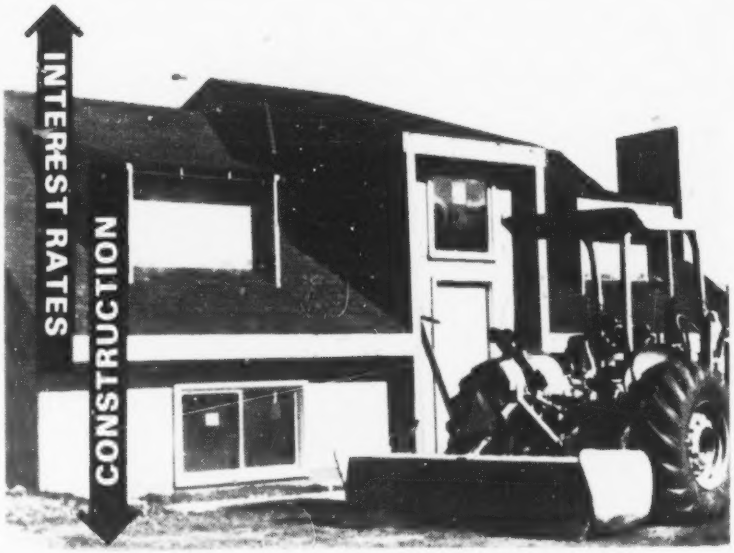
JOB SERVICE North Dakota

Housing Industry Still Caught Up in High Interest Rates



Despite all the studies and publicity surrounding the nation's economic dilemma, economists find it difficult to measure the complexities of the recession within the boundaries of one state – particularly since we are still in the midst of the storm.

One industry, however, continues to serve as a business barometer for many people in North Dakota. Nowhere does the sign of a recession seem more apparent than in the state's housing industry. If the picture was gloomy a year ago, there isn't much evidence to the contrary today.

By late this spring, housing starts had fallen to levels comparable to the lowest recorded in the 1973-75 recession. New single-family housing permits in North Dakota dropped by 60 percent over a one-year period, from 345 to 202 in June of 1980. Construction of multi-family units such as apartments and condominiums also decreased for the first time since the first quarter of 1979.

The drop in sales for both new and existing residential structures is reflected in brokers' commissions, which declined in the first and second quarters of 1980.

Shaky financial conditions have turned out to be the major factor sending the housing industry into a tailspin. The prime interest rate rose sharply from 11.5 percent in September 1979 to 20 percent in April 1980; then dropped to 14 percent in May 1980 and back to 11.5 percent in July. As the prime rate escalated, so did the interest rates of savings and loan companies. Home mortgage loans during this same period went from 11 percent to a high of 16 percent before returning to 11.25 percent. Obviously, very few people could handle home mortgage rates at 16 percent.

Now interest rates are again on the climb. By the beginning of October, the prime rate had risen for the seventh consecutive week to 13.5 percent, and mortgage rates were up to 14.25 percent on conventional home loans.

Deposits at savings and loan establishments are a primary source for financing construction as well as available money for home loans. Unfortunately, American savings dollars are the lowest they have been in 30 years because consumers are spending more for primary needs. Citizens in other industrialized countries such as Japan, France, West Germany, Great Britian and Canada already far surpass Americans in savings efforts.

With the recession deepening, construction inventories rose sharply as sales declined, and the constant dollar inventory-sales ratio for manufacturing and trade has soared to the level of the 1973-75 recession. Wholesalers and retailers were among several industries which continued to expand their inventories during this period in the expectation of material shortages and rapidly rising prices. The sudden buildup in inventories consequently meant production had to be cut until inventories were back in line with that of sales, and has therefore had an adverse effect on employment across several business sectors in the state.

Forecasters and economists are currently predicting a recovery for the housing industry by the beginning of next year. However, in the past they have missed on the intensity and timing of the past seven post-war recessions, and their track record in forecasting doesn't seem to be improving. Several items that economists did not anticipate in our present recession were substantial shifts in economic policy and consumer behavior, the rate of inflation and consumer spending decisions – particulary with hardgoods and housing.

Stabilized prime interest rates and home mortgage rates, and increased deposits into savings and loan institutions are still touted by business experts as the healing salve for getting the housing industry back on its feet. But persistent questions linger on just exactly how and when this is going to take place.

(Ownership from page 2)

workers and communities themselves.

What about future subsidies? A dozen or so experiments now being helped may turn into hundreds of company handouts, while those who flounder may depend on further federal aid for survival. Potential legislation in Congress will definitely be the deciding factor on these situations.

A number of other issues have surfaced. Union leaders wonder about their future role and the distinction between employer and employees in labor relations. Corporate leaders question the government's "big brother" role and the affect on private enterprise.

Economists are concerned about inefficient companies being maintained when high productivity and profits are not the priority, feeling employees will consider job stability a fair trade-off for reduced wages and benefits while losing their incentive.

Worker-ownership certainly doesn't appear to be a panacea to our country's problems, but the times are ripe for fresh alternatives. The looming cloud of unemployment is making this concept more economically and politically attractive to government officials, business leaders and workers alike.

(Info Exchange from page 1)

and local government, the system is designed to work with private businesses, Chambers of Commerce, high schools, colleges, vocational training centers and any others who keep abreast of changes in the state's labor force.

A soon-to-be-published labor market directory compiled by Job Service as part of the committee's efforts is another step forward. The intent is to give a more comprehensive overview of such facts as labor force demographics and supply and demand data by occupation, and where the public can obtain this material.

A few examples were cited by Marrs of where the directory would enhance an employer's planning process. New industries considering location in the state are usually concerned with the availability of workers in an area, and many established businesses rely on labor market information when expanding their operations. With several projects now off the ground, the committee will begin explaining what the system has to offer in the coming year by means of promotional brochures, workshops, and requested speaking engagements.

"Although I understand the public's criticism of the ever-expanding bureaucracy, it made sense to set up this information system. It's very purpose is to redirect various government employment and training programs into greater efficiency and responsiveness.

(Moonlighters from page 1)

ministration with the high of 9.3 percent.

Farmers and farm managers, and professional and technical workers have the top multiple jobholding rates by occupation. Female moonlighters represent more than 60 percent of the increase within professional and technical fields, especially among primary and secondary teachers and those working in health professions. Factory operatives and clerical workers still show lower than average rates.

Historically, married men with two or more children had the highest rates and married women the lowest. During the last 10-year period, however, the rates for married men declined slightly while those for married women rose. More significant was the growth rate for widowed, divorced and separated women, and especially for single never-married women.

Reasons given for holding more than one job showed few year-to-year changes. "Meeting regular expenses" was the primary response from 34 percent of the women and 29 percent of the men. More men indicated "saving for the future" in 1979, while a second job "to get experience" was a response stated by a greater proportion of women in the last five years.

Percent of Millionaires Makes State No. 2

For every 1,000 persons living in North Dakota, exactly 8.88 of them had net assets of at least $1 million. This makes the state second in the nation for millionaires per capita according to a U.S. Trust Company survey, behind Idaho with a top of 26 for every 1,000 residents. Both states probably attribute this status to the size of individual land holdings.

The country had a total of 574,342 millionaires in September, a 10.3 percent increase from last year, with nearly 6,000 of them North Dakotans. New York had the highest number for one state with 56,096.

U.S. CONSUMER PRICE INDEX ALL URBAN CONSUMERS

(1967=100)	Annual Average 1979	Aug. 1980	July 1980	Aug. 1979	Percent Change from		Percent Change Projected on Annual Basis
					July 1980	Aug. 1979	
All Items	217.4	249.4	247.8	221.1	0.6	12.8	7.4
Food & Beverage	228.5	252.0	248.3	230.2	1.5	9.5	19.6
Housing	227.6	265.8	265.1	231.5	0.3	14.8	3.7
Apparel and Upkeep	166.6	178.6	176.2	166.3	1.4	7.4	18.2
Transportation	212.0	252.7	251.0	219.6	0.7	15.1	8.7
Medical Care	239.7	268.4	266.6	241.8	0.7	11.0	8.7
Entertainment	188.5	208.0	206.6	190.2	0.7	9.4	8.7

CIVILIAN LABOR FORCE

	Aug. 1980	July 1980	Aug. 1979	Percent Change from July 1980	Percent Change from Aug. 1979
UNITED STATES **(In Thousands)**					
Labor Force	105,025	105,203	103,128	−0.2	1.8
Employment	97,006	96,996	97,004	-0-	-0-
Unemployment	8,019	8,207	6,124	−2.3	30.9
Unemployment Rate	7.6	7.8	5.9		
NORTH DAKOTA					
Labor Force	365,040	361,540	360,640	1.0	1.2
Employment	347,730	342,560	350,280	1.5	−0.7
Unemployment	17,310	18,980	10,360	−8.8	67.1
Unemployment Rate	4.7	5.2	2.9		
FARGO-MOORHEAD SMSA					
Labor Force	74,470	75,180	74,520	−0.9	−0.1
Employment	70,710	70,920	72,200	−0.3	−2.1
Unemployment	3,760	4,260	2,320	−11.7	62.1
Unemployment Rate	5.0	5.7	3.1		
GRAND FORKS SMSA					
Labor Force	43,340	43,890	43,960	−1.3	−1.4
Employment	40,480	40,640	42,050	−0.4	−3.7
Unemployment	2,860	3,250	1,910	−12.0	49.7
Unemployment Rate	6.6	7.4	4.4		

U.S. data seasonally adjusted; other data not seasonally adjusted.

NONFARM WAGE AND SALARY EMPLOYMENT

FARGO-MOORHEAD SMSA WAGE AND SALARY EMPLOYMENT	Aug. 1980	July 1980	Aug. 1979	Percent Change from July 1980	Percent Change from Aug. 1979
TOTAL	**60,850**	**60,950**	**61,990**	**−0.2**	**−1.8**
Construction and Mining	3,960	3,980	5,260	−0.5	−24.7
Manufacturing	4,680	4,730	5,210	−1.1	−10.2
Durable Goods	2,260	2,310	2,940	−2.2	−23.1
Nondurable Goods	2,420	2,420	2,270	-0-	6.6
Food and Kindred Products	1,630	1,630	1,480	-0-	10.1
Other Nondurable Goods	790	790	790	-0-	-0-
Transportation, Comm. and Public Utilities	4,150	4,150	4,190	-0-	−1.0
Wholesale Trade	6,630	6,550	6,830	1.2	−2.9
Retail Trade	12,330	12,310	12,800	0.2	−3.7
Finance, Insurance, and Real Estate	3,890	3,870	3,760	0.5	3.5
Services	13,820	13,790	13,130	0.2	5.3
Government	11,390	11,570	10,810	−1.6	5.4
Federal	2,150	2,180	2,080	−1.4	3.4
State and Local	9,240	9,390	8,730	−1.6	5.8
GRAND FORKS SMSA WAGE AND SALARY EMPLOYMENT					
TOTAL	**34,930**	**34,900**	**36,380**	**0.1**	**−4.0**
Construction and Mining	1,910	1,900	2,590	0.5	−26.3
Manufacturing	2,190	2,110	2,300	3.8	−4.8
Transportation, Comm. and Public Utilities	2,710	2,700	2,610	0.4	3.8
Wholesale Trade	2,420	2,320	2,520	4.3	−4.0
Retail Trade	8,110	8,040	8,520	0.9	−4.8
Finance, Insurance, and Real Estate	1,470	1,490	1,470	−1.3	-0-
Services	7,010	7,240	6,840	−3.2	2.5
Government	9,110	9,100	9,530	0.1	−4.4

MANUFACTURING HOURS AND EARNINGS

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	Aug. 1980	July 1980	Aug. 1979	Aug. 1980	July 1980	Aug. 1979	Aug. 1980	July 1980	Aug. 1979
United States									
Total Manufacturing	288.75	283.58	267.60	39.5	38.9	40.0	7.31	7.29	6.69
Durable	311.22	303.42	287.65	39.9	39.1	40.4	7.80	7.76	7.12
Nondurable	257.52	254.76	237.98	38.9	38.6	39.4	6.62	6.60	6.04
Food & Kindred	278.36	276.00	253.08	40.4	40.0	40.3	6.89	6.90	6.28
Printing & Publishing	283.07	277.47	263.03	37.1	36.8	37.9	7.63	7.54	6.94
North Dakota									
Total Manufacturing	252.32	247.13	240.80	38.0	37.5	40.0	6.64	6.59	6.02
Durable	265.11	248.73	257.42	38.2	36.1	42.2	6.94	6.89	6.10
Nondurable	239.65	244.83	220.22	37.8	38.8	37.2	6.34	6.31	5.92
Food & Kindred	250.51	258.32	236.13	39.7	41.2	37.6	6.31	6.27	6.28
Printing & Publishing	210.24	208.94	202.92	33.8	33.7	35.6	6.22	6.20	5.70
Fargo-Moorhead SMSA									
Total Manufacturing	272.69	267.89	261.76	36.9	36.3	39.6	7.39	7.38	6.61
Durable	285.98	272.65	276.22	36.9	35.0	42.3	7.75	7.79	6.53
Nondurable	257.93	263.78	236.95	36.9	37.9	35.0	6.96	6.99	6.77

ESTIMATED LABOR TURNOVER

(per hundred employees)

Accession Rates

	Total			New Hires			Recalls		
	Aug. 1980	July 1980	Aug. 1979	Aug. 1980	July 1980	Aug. 1979	Aug. 1980	July 1980	Aug. 1979
North Dakota									
Mining	2.9	4.7	1.9	2.3	4.7	1.7	0.6	0.0	0.0
Manufacturing	3.5	5.6	6.0	2.3	1.8	5.3	0.6	3.5	0.4
Fargo-Moorhead SMSA									
Manufacturing	2.1	3.6	5.2	1.7	1.2	4.6	0.2	1.7	0.2

Separation Rates

	Total			Quits			Layoffs		
	Aug. 1980	July 1980	Aug. 1979	Aug. 1980	July 1980	Aug. 1979	Aug. 1980	July 1980	Aug. 1979
North Dakota									
Mining	6.1	2.3	7.5	5.7	0.9	6.5	0.0	0.0	0.0
Manufacturing	9.9	3.5	10.1	2.8	1.3	6.7	6.0	1.5	2.5
Fargo-Moorhead SMSA									
Manufacturing	6.6	1.9	7.3	1.5	0.9	6.3	3.4	0.0	0.3

NORTH DAKOTA
NONFARM WAGE AND SALARY EMPLOYMENT

	Aug. 1980	July 1980	Aug. 1979	Percent Change from July 1980	Percent Change from Aug. 1979
TOTAL	**248,580**	**248,020**	**249,890**	**0.2**	**−0.5**
MINING	**7,770**	**7,530**	**5,960**	**3.2**	**30.4**
Coal	1,140	1,130	1,060	0.9	7.5
Crude Petroleum and Natural Gas	6,220	6,000	4,460	3.7	39.5
Other Mining	410	400	440	2.5	−6.8
CONSTRUCTION	**17,250**	**17,300**	**22,530**	**−0.3**	**−23.4**
Building Construction	4,420	4,410	6,720	0.2	−34.2
Street, Highway and Heavy Construction	5,130	5,300	6,610	−3.2	−22.4
Special Trade Construction	7,700	7,590	9,200	1.4	−16.3
MANUFACTURING	**15,370**	**15,450**	**16,990**	**−0.5**	**−9.5**
Durable Goods	7,420	7,520	9,230	−1.3	−19.6
Stone, Clay and Glass	1,320	1,320	1,470	-0-	−10.2
Primary and Fabricated Metals	770	800	920	−3.7	−16.3
Machinery and Transportation Equipment	4,560	4,620	5,840	−1.3	−21.9
Other Durable Goods	770	780	1,000	−1.3	−23.0
Nondurable Goods	7,950	7,930	7,760	0.3	2.4
Food and Kindred Products	4,260	4,180	4,000	1.9	6.5
Dairy Products	960	1,000	940	−4.0	2.1
Food Specialties, Sugar and Confectionery Products	1,450	1,350	1,420	7.4	2.1
Bakery Products	490	490	510	-0-	−3.9
Other Food and Kindred Products	1,360	1,340	1,130	1.5	20.4
Printing and Publishing	2,180	2,180	2,140	-0-	1.9
Other Nondurable Goods	1,510	1,570	1,620	−3.8	−6.8
TRANSPORTATION, COMMUNICATIONS, AND PUBLIC UTILITIES	**16,920**	**16,820**	**16,550**	**0.6**	**2.2**
Transportation	9,050	8,940	8,890	1.2	1.8
Railroads	3,680	3,580	3,740	2.8	−1.6
Trucking and Warehousing	4,200	4,190	3,970	0.2	5.8
Other Transportation	1,170	1,170	1,180	-0-	−0.8
Communications	3,880	3,900	3,910	−0.5	−0.8
Public Utilities	3,990	3,980	3,750	0.3	6.4
WHOLESALE TRADE	**23,220**	**23,050**	**22,610**	**0.7**	**2.7**
Durable Goods	11,950	11,920	11,590	0.3	3.1
Nondurable Goods	11,270	11,130	11,020	1.3	2.3
RETAIL TRADE	**48,370**	**47,840**	**47,420**	**1.1**	**2.0**
General Merchandise	5,810	5,630	5,780	3.2	0.5
Food Stores	6,580	6,510	6,280	1.1	4.8
Automotive Dealers and Service Stations	7,150	7,180	7,220	−0.4	−1.0
Apparel and Accessory Stores	2,810	2,740	2,850	2.6	−1.4
Other Retail	26,020	25,780	25,290	0.9	2.9
FINANCE, INSURANCE, AND REAL ESTATE	**11,530**	**11,460**	**11,140**	**0.6**	**3.5**
Finance	6,240	6,190	5,950	0.8	4.9
Banking	4,230	4,200	4,070	0.7	3.9
Other Finance	2,010	1,990	1,880	1.0	6.9
Insurance	3,510	3,500	3,350	0.3	4.8
Real Estate	1,780	1,770	1,840	0.6	−3.3
SERVICES	**50,460**	**50,080**	**48,260**	**0.8**	**4.6**
Lodging	4,670	4,540	4,520	2.9	3.3
Nursing and Personal Care	5,850	5,710	5,560	2.5	5.2
Hospitals	11,700	11,630	10,970	0.6	6.7
Other Medical	4,550	4,500	4,400	1.1	3.4
Other Services	23,690	23,700	22,810	-0-	3.9
GOVERNMENT	**57,690**	**58,490**	**58,430**	**−1.4**	**−1.3**
Federal Government	10,000	10,190	9,830	−1.9	1.7
State Government	15,080	15,070	15,270	0.1	−1.2
Educational Services	8,370	8,360	8,440	0.1	−0.8
Other State Government	6,710	6,710	6,830	-0-	−1.8
Local Government	32,610	33,230	33,330	−1.9	−2.2
Educational Services	13,410	13,940	13,560	−3.8	−1.1
Other Local Government	19,200	19,290	19,770	−0.5	−2.9

PRODUCER PRICE INDEX
UNITED STATES AVERAGE

(1967 = 100)	Annual Average 1979	Aug. 1980	July 1980	Aug. 1979	Percentage Change from July 1980	Percentage Change from Aug. 1979
All Commodities	235.5	273.1	269.8	238.1	1.2	14.7
Farm Products and Processed Foods and Feeds	229.8	254.8	246.1	227.3	3.5	12.1
Industrial Commodities	236.4	277.3	275.6	240.3	0.6	15.4

GLOSSARY OF TERMS

Civilian Labor Force—number of persons 16 years and older defined as employed or unemployed, excluding members of the Armed Forces.

Consumer Price Index (CPI)—a measure of the average change in prices over a period of time in a fixed market basket of goods and services. Changes are usually expressed in percentages. The following example illustrates the method used to calculate the percentage change using 211.5 as the "current index" and 209.1 as the "previous index":

Current index	211.5
Less previous index	209.1
Equals	2.4
Divide by the previous index	209.1
Equals	.011
Results multiplied by one hundred	.011x100
Equals percentage change	1.1

Covered Employment—employment that falls under coverage of the North Dakota Unemployment Compensation Law. At the present time only agriculture, the self-employed, students working for educational institutions, religious organizations, fully commissioned salesmen, and elected and appointed officials have significant numbers of non-covered workers.

Employed—those persons working for pay or profit during a week, or unpaid family workers working 15 hours or more during a week. Also included are those who, although not working, had some job attachment and were **not** looking for work. This involves persons temporarily absent from a job due to illness, bad weather, vacation or labor-management dispute, whether or not they were in a pay status during their time off.

Insured Unemployment—a count of persons who have filed claims for state job insurance benefits. An accurate comparison of data for the insured unemployed cannot be made if one period of time is prior to July 1, 1979, and the second period is after that date. This is due to the change in eligibility requirements mandated by the state legislature effective July 1, 1979.

Nonfarm Wage and Salary Employment-Establishment Data—refers to the number of jobs held rather than the number of people employed.

"p"—preliminary estimates subject to revision.

Producer Price Index (PPI)—measures average changes in prices received in primary markets of the United States by commodity producers in all stages of processing. These changes are usually expressed in percentages. The method of calculation is the same as used for the Consumer Price Index (See item 2).

Seasonally Adjusted Labor Force Series—to assist in evaluating the labor force, recurrent yearly employment and unemployment movements have been isolated and removed by the Bureau of Labor Statistics though a seasonal factor method.

Standard Metropolitan Statistical Area (SMSA)—(a) an area designated by the Office of Management and Budget with a central city of at least 50,000 inhabitants; or (b) a central city of at least 25,000 inhabitants but with a minimum of at least 50,000 when combined with adjacent populated areas, provided the county or counties in which the city and adjacent areas are located have a population of at least 75,000.

Unemployment—the number of persons who for an entire week did not work at all, were able to work and available for work, and (1) were looking for work or (2) would have looked for work except that (a) they were waiting to return to a job from which they had been laid off; or (b) they were waiting to report to a new wage and salary job scheduled to start within the following 30 days (and were not in school during the week).

Unemployment Rate—the number of unemployed expressed as a percent of the civilian labor force.

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Prairie Employer Review

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Specialty Crops New Aim

Farmers take Bigger Role in World Marketplace

> *"The best business you can go into you will find on your father's farm or in his workshop. If you have no family or friends to aid you, and no prospect open to you there, turn your face to the great West, and there build up a home and fortune."*
>
> *—To Aspiring Young Men*

Horace Greeley's sentiments recall the dignity once accorded those who worked the earth with traditional reverence, and explored the vast potential of new lands in a young country. But nostalgia can only capture the romantic essence and not a realistic scope of rural America today.

Farming has become high technology agri-business, and food production is in the forefront of the international as well as domestic chess game of economics and politics. North Dakota's family farm is certainly evolving into a critical new role in the 1980s because of its necessary contributions in feeding the world's hungry.

"Agriculture is going places in the next decade it's never been before," says Steve Tomac, marketing director with the state Department of Agriculture. He feels a shift in emphasis is gradually occurring among farmers towards the marketing as well as production of their own crops. In our fast-pace society, farmers have had to develop the business acuity and sophistication found in other major industries.

Exporting agricultural products to a growing foreign market appears to have tremendous possibilities for the farmer of the 1980s. Last year half of North Dakota's $2 billion in total farm receipts resulted from direct international trade — not including those products shipped to other states and processed before being sold overseas.

Most of the big cash crops such as wheat are marketed in and out of the U.S. by a few major grain dealers. However, specialty crops are gaining sizable markets in other countries and are proving to be a lucrative alternative for the state's farmers.

Since many of those crops are produced and sold in smaller quantities than would normally be marketed by large commodity groups in North Dakota, government officials and individual producers are combining forces to explore foreign distribution of mustard, rape seed, canary seed, buckwheat, millet and a host of other products.

The number of trade delegations coming to and going from the state has risen dramatically in the last few years. The reason for these new agricultural markets: Many of the lesser developed nations around us want to upgrade their diets with a variety of food grains other than rice; and several economically advancing nations are interested in buying feed grains for livestock to improve their diets with meat, in addition to more food grains.

Besides wheat purchases, the result

(Continued on page 2)

(Farmers from page 1)

has meant the sale of seed potatoes to Argentina and Venezuela, sunflower seeds to Mexico, pinto and black beans into Central America, buckwheat (for noodles) to Japan, and numerous other specialty crops to these and other overseas buyers.

Tomac coordinates closely with such commodity groups as the Wheat Commission, Sunflower Council and Red River Valley Potato Growers Association in developing and serviceing trade arrangements. His primary interest, however, has been in helping farmers who don't have specific commodity groups to work with, through the step-by-step process of marketing their own export crops.

"I realize we (the department) could be criticized for not sticking to general promotional activities," Tomac said, "but until you take a farmer and show exactly what can be done, explaining marketing potential is of no real direct benefit to him."

One such example is Erwin Letkeman, who farms near Walhalla and began selling his buckwheat directly to Japan. Since there are also Canadian producers of this crop with the advantage of inexpensive, subsidized railways, Lutkeman's high transportation costs make the competition stiff.

"We can still compete in terms of quality," Tomac insists, "and foreign marketers have been willing to pay a premium price because of this. The sealed container cars of buckwheat that Letkeman sent to Japan were a guarantee of quality to them."

While exporting specialty crops is proving to be an exciting frontier for North Dakota, it also reflects some of the growing pains our farmers may experience in the next decade.

"One of the first things we'll have to address is our transportation problems," Tomac emphasized. "Ten years ago, the U.S. transportation system handled 62 million bushels of grain. Now it is carrying more than 162 million and in the next decade this will increase another 100 million. The system has to become more efficient and streamlined to handle future production for both foreign and domestic demands."

Specialty crops are being exported all over the world says Steve Tomac, marketing director with the state Department of Agriculture.

North Dakota's difficultues are all the more acute because of our landlocked situation, despite some advantages to being strategically located between east and west coast transits. "The future cost of producing a bushel of grain is not going to be nearly as significant as the cost of transporting it," Tomac said.

One recent railway improvement has been the 100-car unit trains which have already been used to ship beans into Mexico. Unfortunately, a possible offshoot of the unit trains may be the disappearance of the small country elevator. Unable to handle the large volume, these economic hubs of rural life could be forced to merge with larger elevators, become feed stores, or simply go out of business.

Is this yet another signal of vanishing small towns and family farms? According to Tomac, the opposite may well prove true. The energy shortage which has caused transportation costs to climb may also mean a renewed emphasis on the production efficiency of small farming operations. Rural communities maintaining essential serices to farmers could revive because of the prohibitive cost of traveling long distances to large trade centers.

"I'm really optimistic about our farmers' economic future," said Tomac. "The size and number of the 41,000 farms in the state must be stabilizing since they haven't shown a decline in numbers during the past five years."

If our food producers no longer have Greeley's new lands to explore, they are apparently willing to experiment with nontraditional approaches to tilling of the soil and are expanding their horizons beyond American shores in the challenge of international trade.

"The farmer is finally coming into his own right," Tomac adds, "as food production becomes more and more essential to the world marketplace."

North Dakota Vets Top in Nation for Use of Training, Job Programs

North Dakota veterans are apparently taking full advantage of education and employment programs according to recent figures by the Veterans Administration and the Veterans Employment Service.

The cumulative rate of post-Korean veterans in the state who have used their educational benefits under the GI bill was 83.3 percent by September 1979 reports the VA, which is the highest rate in the country.

"This should tell employers that a lot of those jobseeking veterans out there are educated and well trained," says

(Continued on page 4)

PRAIRIE EMPLOYER REVIEW

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JOB
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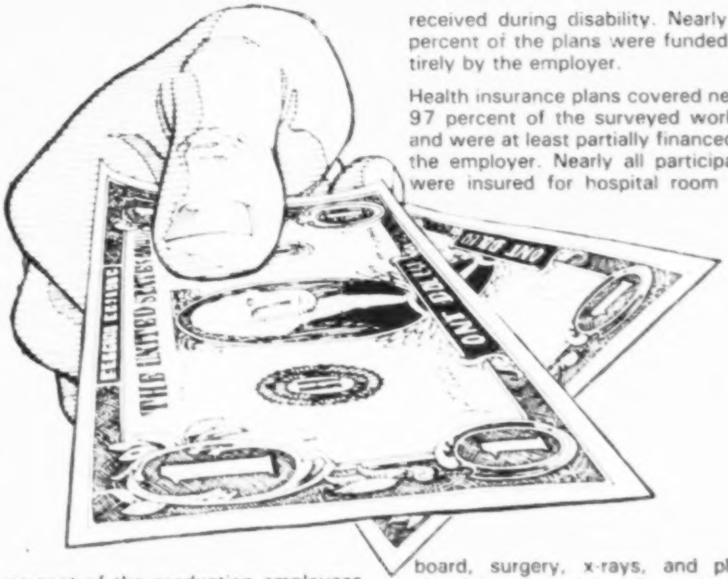
North Dakota

The Benefits Employers Pay: A New Review



Whichever side of the paycheck you are on, a profile of the kind and amount of employer-paid benefits obtained by today's U.S. worker should prove interesting. Just published this July by the Bureau of Labor Statistics, "Employee Benefits in Industry: A Pilot Survey" covers 21 million workers in medium and large sized private firms with detailed 1979 data.

One of the findings indicated 82 percent of the employees surveyed were working a weekly schedule of five days, forty hours. Only 1 percent of all employees worked fewer than five days, and 3 percent were usually on the job for more than five. Hours worked varied according to occupation, with 18 percent of the professional-administrative employees, 27 percent of the technical-clerical group, and 7 percent of the production workers having schedules of less than 40 hours.

About 13 percent of the employees had paid lunch periods, and more than 75 percent received paid rest time in the form of coffee breaks and cleanup time. Benefits tend to vary among the three occupational groups, with benefits lowest among professional-administrative employees who were most likely covered by informal plans not included in the survey. The most common paid rest periods consisted of two daily breaks of 10 to 15 minutes each.

Virtually all employees received nine to 11 paid holidays per year regardless of the employee's length of service, such as five days with less than one year of service, ten days after one year, fifteen days after ten years, and twenty days after fifteen years. As many as twenty-five days of vacation were commonly paid to full-time employees after twenty-five years of service.

Personal leave, which allows employees to be absent from work with pay for reasons not covered by vacation and holiday plans, was available for two to five days per year to about 19 percent of the survey group.

Sick leave plans were more complicated than other types of leave because of the use of accident and sickness insurance. About 80 percent of the professional-administrative employees, 83 percent of the technical-clerical employees, and 37 percent of the production employees were covered by formal sick leave plans. Production workers were more frequently covered under accident and sickness insurance plans. Most employees obtained full pay for at least a portion of the time while on sick leave, and more than nine-tenths of those covered by sick leave plans received benefits on the first day.

Accident and sickness insurance provided two-thirds of the employees with income during absence from work due to disability, sometimes in conjunction with sick leave payments. Over half of all participants would receive benefits up to 26 weeks, and about one-fifth up to 52 weeks. A little more than four-fifths of them were in plans entirely paid for by the employer.

Long term disability insurance usually takes over after sick leave and accident and sickness insurance are exhausted. Nearly half of all employees were covered by such plans. More than 75 percent would receive a benefit equal to 50 or 60 percent of their usual earnings. For 70 percent of the participants, benefits were limited by direct plan maximums, or by maximums integrated with other income received during disability. Nearly 80 percent of the plans were funded entirely by the employer.

Health insurance plans covered nearly 97 percent of the surveyed workers and were at least partially financed by the employer. Nearly all participants were insured for hospital room and board, surgery, x-rays, and physicians' hospital visits. Approximately 73 percent had their individual health benefits financed entirely by the employer. Also, about one-half have one form of dental insurance.

Pension plans were participated in by 87 percent of the employees, with between 83 percent and 89 percent of them in plans fully paid by the employer. The survey did not cover the types of plans that could provide retirement income such as profit sharing, stock purchase, and savings plans.

Nearly all workers were provided life insurance by their employers, although the amount varied by earnings and occupations. Sixty-three percent of all insured workers received life insurance related to earnings. Three out of five with a set amount of insurance had less than $10,000 in coverage, and most of these were technical-clerical and production employees. Professional-administrative employees with a set amount of insurance were usually covered between $10,000 to $20,000. Eighty percent of the participants were provided life insurance at no cost.

Since only the highlights have been presented, a more detailed description of the report's methods and results may be obtained from the Bureau of Labor Statistics, 911 Walnut Street, Kansas City, Missouri 64106, phone (816) 374-2481.

Gleanings

Tom Haan

You'd be amazed at the enormous amount of information we run across while trying to keep in touch with the economy and the labor market. It occurred to us that some of it might be of interest to employers and so, here it is.

The Census. . .while North Dakota showed an increase of over 34,000 people in the last ten years, 35 counties actually lost population. Mercer led the growth counties with an increase of 52.6 percent. . .Bowman, Ramsey, Sioux, and Traill had gains of less than 1 percent; and the others are scattered in between. Bismarck, Fargo, Grand Forks, and Minot account for 28 percent of the state's population. . .over 48 percent of our people live in communities of 2,500+. Less people leaving the state now. . .a little over 17,000 during the 70s, which is about one-sixth of what it was during the 60s. Also less people per household. . .early data shows about 2.8 North Dakotans in 1980, compared to 3.34 in 1970.

The Economy. . .housing starts will rise this winter. . .3,450 in the last quarter, '80,. . .3,980 in the first quarter, '81.

Disposable personal income. . .up or down depending how you look at it. In current dollars, it will rise. . .5.15 billion this quarter to 5.16 billion next quarter. . .in 1972 constant dollars income is down from 2.76 to 2.71 billion. . .same period of time.

We did a study on poverty in North Dakota this summer. . .11.1 percent of our people were below the poverty level in 1979, compared to 15.3 percent in 1970. Individuals in poverty at the beginning of the decade were mostly members of larger families . . .in later years more single parents, the elderly, and generally smaller families. As the trend continues, we expect the mid-80s typical poverty family will be small, single-parent, or headed by someone over 65.

The Labor Force. . .1980 to 1985 . . .big growth in the services, trade, and construction industries. . .openings in agriculture will continue to diminish. High growth occupational groups include nurses, managers, administrative, and some specific clerical and craft occupations. . .you can get more details or a copy of our complete projection by dropping us a line.

Lots more working North Dakotans now. . .rough comparisons show about 241,000 employed in 1972, compared to over 311,000 in 1979. This means an increase of over 70,000 workers even though our population increase '70 to '80 was about 34,000. Why?. . .many more females, two paycheck families . . .general age shift in our population . . .more people living in urban areas where the jobs are. . .spinoff from two paycheck families -- eating out, child care, work clothes, etc.

(VETS from page 2)

Bill Williamson, State Representative of the Veterans Employment Service.

One of the reasons cited for the high participation is the efficiency of the State Approving Agency in approving course work for veterans in the schools and on-the-job training worksites with employers. "Ten years ago it might have taken months to process a request; now it usually takes less than a week," he explained.

Close coordination between the VA, State Approving Agency and Job Service North Dakota was commended by Williamson, as well as the counseling efforts of staff in the VA and local Job Service offices. "I know our veterans and veteran organizations are appreciative of the services accomplished for them," states Williamson, who is also Executive Director of the Veterans Coordinating Council in North Dakota, comprised of four major veteran organizations and their 55,000 members.

An overall ranking of fourth in the nation was given to Job Service North Dakota in the third quarter of 1980 for its counseling, job development and placement of veterans according to John Jackson, Regional Director of the Veterans Employmen· Servicve in Denver. The agency was recognized as second in the nation for its placement of disabled veterans, and fourth for assisting Vietnam veterans and all other veterans in finding jobs. The seven-state region including North Dakota has top overall ranking in the nation for services to veterans.

"Nowhere have I seen veterans receive greater consideration in education and job placement than in North Dakota," emphasizes Williamson, "and all those employers who've had the confidence to hire and train a vet deserve a good share of the credit."

U.S. CONSUMER PRICE INDEX
ALL URBAN CONSUMERS

	Annual Average 1979	Sept. 1980	Aug. 1980	Sept. 1979	Percent Change from		Percent Change Projected on Annual Basis
(1967=100)					Aug. 1980	Sept. 1979	
All Items	217.4	251.7	249.4	223.4	0.9	12.7	11.4
Food & Beverage	228.5	254.2	252.0	231.0	0.9	10.0	11.4
Housing	227.6	267.7	265.8	234.6	0.7	14.1	8.7
Apparel and Upkeep	166.6	182.2	178.6	169.8	2.0	7.3	26.8
Transportation	212.0	254.7	252.7	221.4	0.8	15.0	10.0
Medical Care	239.7	270.6	268.4	243.7	0.8	11.0	10.0
Entertainment	188.5	209.8	208.0	191.1	0.9	9.8	11.4

CIVILIAN LABOR FORCE

				Percent Change from	
	Sept. 1980	Aug. 1980	Sept. 1979	Aug. 1980	Sept. 1979
UNITED STATES (In Thousands)					
Labor Force	105,034	105,025	103,494	-0-	1.5
Employment	97,207	97,006	97,504	0.2	−0.3
Unemployment	7,827	8,019	5,990	−2.4	30.7
Unemployment Rate	7.5	7.6	5.8		
NORTH DAKOTA					
Labor Force	344,240	364,530	339,680	−5.6	1.3
Employment	329,260	347,230	330,670	−5.2	−0.4
Unemployment	14,980	17,300	9,010	−13.4	66.3
Unemployment Rate	4.4	4.7	2.7		
FARGO-MOORHEAD SMSA					
Labor Force	73,250	74,380	73,780	−1.5	−0.7
Employment	69,990	70,620	71,590	−0.9	−2.2
Unemployment	3,260	3,760	2,190	−13.3	48.9
Unemployment Rate	4.5	5.1	3.0		
GRAND FORKS SMSA					
Labor Force	42,160	43,340	42,750	−2.7	−1.4
Employment	39,810	40,480	41,150	−1.7	−3.3
Unemployment	2,350	2,860	1,600	−17.8	46.9
Unemployment Rate	5.6	6.6	3.7		

U.S. data seasonally adjusted; other data not seasonally adjusted.

NONFARM WAGE AND SALARY EMPLOYMENT

				Percent Change from	
FARGO-MOORHEAD SMSA WAGE AND SALARY EMPLOYMENT	Sept. 1980	Aug. 1980	Sept. 1979	Aug. 1980	Sept. 1979
TOTAL	**61,890**	**60,740**	**63,150**	**1.9**	**−2.0**
Construction and Mining	3,900	4,010	5,080	−2.7	−23.2
Manufacturing	4,640	4,710	5,140	−1.5	−9.7
Durable Goods	2,240	2,260	2,910	−0.9	−23.0
Nondurable Goods	2,400	2,450	2,230	−2.0	7.6
Food and Kindred Products	1,610	1,650	1,440	−2.4	11.8
Other Nondurable Goods	790	800	790	−1.2	-0-
Transportation, Comm. and Public Utilities	4,120	4,090	4,220	0.7	−2.4
Wholesale Trade	6,290	6,630	6,500	−5.1	−3.2
Retail Trade	12,510	12,330	12,870	1.5	−2.8
Finance, Insurance, and Real Estate	3,850	3,890	3,750	−1.0	2.7
Services	13,900	13,820	13,270	0.6	4.7
Government	12,680	11,260	12,320	12.6	2.9
Federal	2,120	2,140	2,060	−0.9	2.9
State and Local	10,560	9,120	10,260	15.8	2.9
GRAND FORKS SMSA WAGE AND SALARY EMPLOYMENT					
TOTAL	**35,290**	**34,830**	**36,420**	**1.3**	**−3.1**
Construction and Mining	1,820	1,910	2,470	−4.7	−26.3
Manufacturing	1,900	2,150	2,130	−11.6	−10.8
Transportation, Comm. and Public Utilities	2,770	2,650	2,740	4.5	1.1
Wholesale Trade	2,230	2,420	2,400	−7.9	−7.1
Retail Trade	8,250	8,110	8,670	1.7	−4.8
Finance, Insurance, and Real Estate	1,460	1,470	1,460	−0.7	-0-
Services	7,110	7,010	6,960	1.4	2.2
Government	9,750	9,110	9,590	7.0	1.7

MANUFACTURING HOURS AND EARNINGS

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	Sept. 1980	Aug. 1980	Sept. 1979	Sept. 1980	Aug. 1980	Sept. 1979	Sept. 1980	Aug. 1980	Sept. 1979
United States									
Total Manufacturing	294.18	286.89	274.04	39.7	39.3	40.3	7.41	7.30	6.80
Durable	317.19	308.09	295.39	40.1	39.6	40.8	7.91	7.78	7.24
Nondurable	261.97	257.52	241.96	39.1	38.9	39.6	6.70	6.62	6.11
Food & Kindred	280.19	278.76	257.00	40.2	40.4	40.6	6.97	6.90	6.33
Printing & Publishing	288.70	283.84	266.82	37.3	37.2	37.9	7.74	7.63	7.04
North Dakota									
Total Manufacturing	264.32	252.32	250.08	39.1	38.0	40.4	6.76	6.64	6.19
Durable	273.44	264.80	262.26	39.4	38.1	42.3	6.94	6.95	6.20
Nondurable	254.92	240.29	233.46	38.8	37.9	37.9	6.57	6.34	6.16
Food & Kindred	266.26	249.32	262.94	40.9	39.7	39.6	6.51	6.28	6.64
Printing & Publishing	218.88	208.16	201.47	34.2	33.2	35.1	6.40	6.27	5.74
Fargo-Moorhead SMSA									
Total Manufacturing	278.60	274.54	259.50	37.7	37.1	39.2	7.39	7.40	6.62
Durable	285.30	286.01	271.34	37.1	37.0	41.3	7.69	7.73	6.57
Nondurable	271.49	261.89	239.19	38.4	37.2	35.7	7.07	7.04	6.70

ESTIMATED LABOR TURNOVER

(per hundred employees)

Accession Rates

	Total			New Hires			Recalls		
	Sept. 1980	Aug. 1980	Sept. 1979	Sept. 1980	Aug. 1980	Sept. 1979	Sept. 1980	Aug. 1980	Sept. 1979
North Dakota									
Mining	4.2	2.8	2.7	4.2	2.3	2.4	0.0	0.6	0.2
Manufacturing	5.9	3.5	7.9	2.5	2.3	5.9	3.5	0.6	1.8
Fargo-Moorhead SMSA									
Manufacturing	5.2	2.7	4.3	2.0	1.9	3.9	2.7	0.5	0.4

Separation Rates

	Total			Quits			Layoffs		
	Sept. 1980	Aug. 1980	Sept. 1979	Sept. 1980	Aug. 1980	Sept. 1979	Sept. 1980	Aug. 1980	Sept. 1979
North Dakota									
Mining	3.6	6.3	4.4	2.4	5.9	4.1	0.0	0.0	0.0
Manufacturing	4.5	9.8	7.8	2.1	2.8	6.3	1.4	5.9	0.6
Fargo-Moorhead SMSA									
Manufacturing	6.7	6.6	5.1	2.2	1.7	4.1	2.9	3.4	0.2

NORTH DAKOTA
NONFARM WAGE AND SALARY EMPLOYMENT

	Sept. 1980	Aug. 1980	Sept. 1979	Percent Change from Aug. 1980	Percent Change from Sept. 1979
TOTAL	**249,140**	**248,120**	**249,380**	**0.4**	**−0.1**
MINING	**7,600**	**7,760**	**5,960**	**−2.1**	**27.5**
Coal	1,110	1,130	1,040	−1.8	6.7
Crude Petroleum and Natural Gas	6,090	6,220	4,480	−2.1	35.9
Other Mining	400	410	440	−2.4	−9.1
CONSTRUCTION	**17,020**	**17,290**	**22,110**	**−1.6**	**−23.0**
Building Construction	4,310	4,420	6,570	−2.5	−34.4
Street, Highway and Heavy Construction	5,050	5,170	6,400	−2.3	−21.1
Special Trade Construction	7,660	7,700	9,140	−0.5	−16.2
MANUFACTURING	**14,870**	**15,330**	**16,440**	**−3.0**	**−9.5**
Durable Goods	7,280	7,390	9,010	−1.5	−19.2
Stone, Clay and Glass	1,300	1,310	1,400	−0.8	−7.1
Primary and Fabricated Metals	740	770	830	−3.9	−10.8
Machinery and Transportation Equipment	4,490	4,540	5,820	−1.1	−22.9
Other Durable Goods	750	770	960	−2.6	−21.9
Nondurable Goods	7,590	7,940	7,430	−4.4	2.2
Food and Kindred Products	**4,010**	**4,260**	**3,800**	−5.9	5.5
Dairy Products	900	960	880	−6.2	2.3
Food Specialties, Sugar and Confectionery Products	1,240	1,450	1,290	−14.5	−3.9
Bakery Products	470	490	500	−4.1	−6.0
Other Food and Kindred Products	1,400	1,360	1,130	2.9	23.9
Printing and Publishing	2,150	2,180	2,150	−1.4	-0-
Other Nondurable Goods	1,430	1,500	1,480	−4.7	−3.4
TRANSPORTATION, COMMUNICATIONS, AND PUBLIC UTILITIES	**16,780**	**16,640**	**16,560**	**0.8**	**1.3**
Transportation	9,050	8,770	9,030	3.2	0.2
Railroads	3,420	3,400	3,720	0.6	−8.1
Trucking and Warehousing	4,300	4,200	4,010	2.4	7.2
Other Transportation	1,330	1,170	1,300	13.7	2.3
Communications	3,860	3,890	3,890	−0.8	−0.8
Public Utilities	3,870	3,980	3,640	−2.8	6.3
WHOLESALE TRADE	**22,590**	**23,230**	**21,930**	**−2.8**	**3.0**
Durable Goods	11,730	11,950	11,430	−1.8	2.6
Nondurable Goods	10,860	11,280	10,500	−3.7	3.4
RETAIL TRADE	**48,090**	**48,310**	**47,190**	**−0.5**	**1.9**
General Merchandise	5,840	5,770	5,870	1.2	−0.5
Food Stores	6,610	6,580	6,310	0.5	4.8
Automotive Dealers and Service Stations	7,060	7,150	7,120	−1.3	−0.8
Apparel and Accessory Stores	2,830	2,810	2,870	0.7	−1.4
Other Retail	25,750	26,000	25,020	−1.0	2.9
FINANCE, INSURANCE, AND REAL ESTATE	**11,450**	**11,520**	**11,070**	**−0.6**	**3.4**
Finance	6,170	6,230	5,910	−1.0	4.4
Banking	4,160	4,220	4,030	−1.4	3.2
Other Finance	2,010	2,010	1,880	-0-	6.9
Insurance	3,510	3,510	3,320	-0-	5.7
Real Estate	1,770	1,780	1,840	−0.6	−3.8
SERVICES	**50,700**	**50,470**	**48,400**	**0.5**	**4.8**
Lodging	4,670	4,670	4,520	-0-	3.3
Nursing and Personal Care	5,690	5,840	5,370	−2.6	6.0
Hospitals	11,590	11,720	10,870	−1.1	6.6
Other Medical	4,560	4,560	4,390	-0-	3.9
Other Services	24,190	23,680	23,250	2.2	4.0
GOVERNMENT	**60,040**	**57,570**	**59,720**	**4.3**	**0.5**
Federal Government	9,680	9,890	9,600	−2.1	0.8
State Government	16,100	15,080	15,790	6.8	2.0
Educational Services	9,930	8,370	9,530	13.6	4.2
Other State Government	6,170	6,710	6,260	−8.0	−1.4
Local Government	34,260	32,600	34,330	5.1	−0.2
Educational Services	16,060	13,400	15,800	19.9	1.6
Other Local Government	18,200	19,200	18,530	−5.2	−1.8

PRODUCER PRICE INDEX
UNITED STATES AVERAGE

(1967=100)	Annual Average 1979	Sept. 1980	Aug. 1980	Sept. 1979	Percentage Change from Aug. 1980	Percentage Change from Sept. 1979
All Commodities	235.5	274.1	273.1	242.0	0.4	13.3
Farm Products and Processed Foods and Feeds	229.8	256.3	254.8	231.8	0.6	10.6
Industrial Commodities	236.4	278.2	277.3	244.2	0.3	13.9

GLOSSARY OF TERMS

Civilian Labor Force—number of persons 16 years and older defined as employed or unemployed, excluding members of the Armed Forces.

Consumer Price Index (CPI)—a measure of the average change in prices over a period of time in a fixed market basket of goods and services. Changes are usually expressed in percentages. The following example illustrates the method used to calculate the percentage change using 211.5 as the "current index" and 209.1 as the "previous index":

Current index	211.5
Less previous index	209.1
Equals	2.4
Divide by the previous index	209.1
Equals	.011
Results multiplied by one hundred	.011x100
Equals percentage change	1.1

Covered Employment—employment that falls under coverage of the North Dakota Unemployment Compensation Law. At the present time only agriculture, the self-employed, students working for educational institutions, religious organizations, fully commissioned salesmen, and elected and-appointed officials have significant numbers of non-covered workers.

Employed—those persons working for pay or profit during a week, or unpaid family workers working 15 hours or more during a week. Also included are those who, although not working, had some job attachment and were **not** looking for work. This involves persons temporarily absent from a job due to illness, bad weather, vacation or labor-management dispute, whether or not they were in a pay status during their time off.

Insured Unemployment—a count of persons who have filed claims for state job insurance benefits. An accurate comparison of data for the insured unemployed cannot be made if one period of time is prior to July 1, 1979, and the second period is after that date. This is due to the change in eligibility requirements mandated by the state legislature effective July 1, 1979.

Nonfarm Wage and Salary Employment-Establishment Data—refers to the number of jobs held rather than the number of people employed.

"p"—preliminary estimates subject to revision.

Producer Price Index (PPI)—measures average changes in prices received in primary markets of the United States by commodity producers in all stages of processing. These changes are usually expressed in percentages. The method of calculation is the same as used for the Consumer Price Index (See item 2).

Seasonally Adjusted Labor Force Series—to assist in evaluating the labor force, recurrent yearly employment and unemployment movements have been isolated and removed by the Bureau of Labor Statistics though a seasonal factor method.

Standard Metropolitan Statistical Area (SMSA)—(a) an area designated by the Office of Management and Budget with a central city of at least 50,000 inhabitants; or (b) a central city of at least 25,000 inhabitants but with a minimum of at least 50,000 when combined with adjacent populated areas, provided the county or counties in which the city and adjacent areas are located have a population of at least 75,000.

Unemployment—the number of persons who for an entire week did not work at all, were able to work and available for work, and (1) were looking for work or (2) would have looked for work except that (a) they were waiting to return to a job from which they had been laid off; or (b) they were waiting to report to a new wage and salary job scheduled to start within the following 30 days (and were not in school during the week).

Unemployment Rate—the number of unemployed expressed as a percent of the civilian labor force.

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Prairie Employer Review

Volume 2, Number 12 December, 1980

Shopping Centers Crop Up in America's Rural Towns

Shopping centers are mushrooming in cities all over the country. Despite complaints that they contribute to the demise of mid-town services, and recent rumblings of too much expansion at a time of slow growth, the American public is now accustomed to "shopping under one roof."

But a fashionable, climate-controlled mall on the fringe of a small prairie town? One of the North Dakota communities trying out the concept is New Salem, population 1,100 and 35 miles due west of central Mandan-Bismarck.

Nestled below a butte carrying the looming 38-foot statue of a holstein cow, New Salem's tribute to the area dairy industry and novel tourist attraction, is the Golden West Shopping Center. Carl and James Goetz, two young area businessmen who own the million-dollar complex, have put a lot of personal labor into its rustic western decor. Eleven stores and offices have now settled in since 1976, when it was cornered between Interstate I-94 and the main road into the town proper.

The economic woes suffered by business nationwide, coupled with last summer's drought in the state, are making prosperity tough to come by. Still, a gradual growth and conservative optimism have prevailed among the mall members. Several stores that were originally started by the Goetz family are now under new owners. One new location is available, and there are hopes for a restaurant on the upper floor.

Businesses range from a drug store,

(Continued on page 2)

GOLDEN WEST
Jack's
SUPER VALU

Hourly Wages Rise in January

Business owners will see another boost in the federal minimum wage on January 1 according to the U.S. Department of Labor's Wage and Hour Division. The pay rate for covered employees under the amended Fair Labor Standards Act is inching up from $3.10 to $3.35 an hour.

Subject to change are those retail or service firms with an annual gross volume in sales of at least $325,000. "Most other enterprises are also covered regardless of size," says Al Godes of the Wage and Hour office in Bismarck.

Employers are reminded that wage-hour provisions over recordkeeping and child labor remain the same. Workers will still receive wages of time-and-a-half for hours worked over 40 in a workweek. Godes pointed out that retail and service companies with a dollar volume of $250,000 or more which are no longer covered by the increase must continue to pay overtime and at least the minimum wage in effect when they were last covered.

Under state labor laws, hourly wages range from $2.80 for housekeeping jobs to $3.10 in clerical, sales and professional occupations. "Since federal requirements supersede whenever they are higher," says Godes, "businesses that aren't sure about whether they're included in the increase can get in touch with the Bismarck or Fargo office of the Wage and Hour Division." ■

(MALL from page 1)

grocery and hardware store, to a lounge, bottle shop and department store. Smaller firms include a beauty shop, laundromat, arcade, satellite medical clinic, and a sandwich bar. All of them rely on the center's attractiveness and convenience to keep New Salem customers and serve as a drawing card to the surrounding trade area and passing tourists.

Golden West's closeness to the highway was seen by Keith Kruger, owner of Gaebe's Pharmacy, as a definite boon to business. "Main Street America," he terms it. "During the summer I can often look up and see that half of my customers are from out of town."

"You have to expand to stay in this business today," he explains, having moved from downtown after 15 years. With double the space and more room for stock and merchandise variety, Kruger is finding a steady customer increase.

PRAIRIE EMPLOYER REVIEW

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JOB SERVICE North Dakota

Considering his trade stable because of the constant demand and slow price increases for pharmaceuticals, the druggist understands the plight of other merchants. "It's a rough time to start a new business in a rural area," Kruger admits, "especially when high interest rates are strangling the farmers."

Despite ill feelings from some of the residents and downtown merchants at the beginning, Kruger has found the shopping mall gaining solid acceptance. "We are bringing people into the town that might otherwise have passed us by."

The mall's favorable location was also considered by Darlene and Allyn Lennie, owners of the A Bar D Department Store. Feeling the town needed a general store with a good clothing selection, the Lennies have developed a fairly profitable trade in four years. The amount in stock hasn't risen dramatically, but business is growing through expanded variety in luxury and convenience items. At the same time, they specialize in the western styled clothes preferred by local customers.

Keeping a positive outlook on the upcoming Christmas season and following year, Mr. and Mrs. Lennie say weather will be a big factor. "When it's nice out, more families tend to go to Bismarck and shop," Mr. Lennie explains, "but considering the cost of gas, they could get a better buy here."

Norman Sheets, manager of Jack's Super Valu, echoes the other proprietors' belief that good selection, fair prices and strong local advertising have kept them competitive with larger trade centers. "I'm constantly using weekly surprise buys — manufacturing discounts passed on to the customers," Sheets says.

Although he feels food retail doesn't tend to fluctuate as much as other businesses in hard times, the grocer is pleased with the substantial gain in customers recently. "Convenience is probably an even bigger factor than price."

Of all the pluses cited by the Golden West shopkeepers, its friendly small-town atmosphere was the most unique and important. "The relaxed, personal contact you have when selling to someone you know makes for loyal customers," emphasizes Sheets.

It also keeps owners on their toes according to Dave Strinden of Golden West Our Own Hardware. "Small businesses have to be good to every customer who walks in — they can't afford to make them mad," he points out.

A center retailer for one year, Strinden considers the hardware business one of the hardest hit by the recession. "Farmers used to come in and buy an

(Continued on page 4)

Reduced Growth is Buffered Effect of Recession

Last June the **Prairie Employer Review** carried an article indicating that the recession has hurt North Dakota, but has not been as devastating as in other parts of the nation.

"Recession — North Dakota Style" was based on April 1980 labor force data. But what has happened in the past six months? Has the recession finally caught up with us? Or are we still able to sit on the fringe, safe in the knowledge that it has not affected this state to any great extent?

Movements in nonagricultural wage and salary employment, which comprises about three-fourths of the total labor force, help draw an updated economic profile. A review of this category during the past five years reveals that employment usually rises from 10,000 to 16,000 between April and October. In 1980, the gain was slightly less than 6,000.

A closer look readily identifies the industries which have carried the brunt of the decline. In a "normal" year, based on an average of the last five years, construction jobs would have increased by about 6,000. The number in 1980 rose by roughly 2,400.

The large amount of news coverage given the industry's troubles this year may have led many people to believe jobs in construction decreased. This is not true. Employment did rise on a seasonal basis, but at a reduced rate.

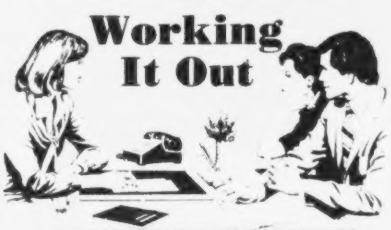
A second industry feeling the impact of a sagging industry is manufacturing. In the past five years the industry had an average growth of over 1,000 workers between April and October. Instead of an increase this year, employment has dropped slightly.

The nondurable goods sector of this industry fared quite well, with a 750 increase from food processing, but durable goods have suffered. Down by 790 this year, it usually increases by 500 to 600. The seasonal demand for concrete and concrete products, which normally affects a rise in durable goods employment, did again increase this year. However, a sharp reduction among firms producing machinery and transportation equipment, now down by 1,100 since April and by 1,400 compared to October of 1979, offset concrete growth. The same financial conditions affecting the construction industry caused the down-trend in this sector.

Other industries recorded more growth except government, which declined by 1,230 due to the hiring of temporary census workers in April. Employment in the mining and services industries increased at a rate greater than the five-year average. Other industries increased their employment at a rate below average.

North Dakota still has its own style of recession. All industries felt the impact of reduced growth this summer except manufacturing, which suffered a slight loss. Unemployment, although slightly above that experienced in other years, remains low when the rest of the country is taken into account. It appears that the recession is again showing milder effects in contrast to other states. ■

Problems in employee relations



Is a Late Paycheck Good Cause for Quitting?

The Situation:

Business owners rarely find employee absenteeism a problem on payday. Unfortunately for Joe Saylor, a salesclerk with Verco Office Supply, the reverse situation was causing him difficulties.

Paychecks mailed out by Verco's home office in another state were scheduled to arrive at the store by the first of each month. Lately, the Verco employee had been getting his check anywhere from a couple of days to two weeks behind schedule — creating a financial headache for both Saylor and his creditors.

On the following morning of one particular payday, Saylor stalked up to the manager's desk and demanded his wages. "The company has no good reason for continually putting a loyal worker like me in a bind like this," he said disgustedly.

"I'm sorry," the manager offered sympathetically. "I guess we'll all just have to weather it out for another day or so."

"But I can't wait," Saylor moaned "Not with bills stacked up and food to buy. Can't you give me temporary reimbursement out of petty cash like you did last month?"

"Sorry," the office head again replied, "I already checked it out with the home office and they said 'not this time'."

"Then they won't see me on the payroll any longer!" Saylor stormily responded.

When Saylor applied for unemployment benefits at the local Job Service office, Verco officials contested it, claiming he had left voluntarily. Saylor insisted, however, that his jobless situation fell under the law's definition of "good cause attributable to the employer."

Result:

Saylor receives his job insurance benefits. The job Service arbitrator ruled Saylor's walkout justifiable considering Verco's repeated failure to meet a timely payroll. Not only was the company deficient in giving any satisfactory explanation for the delays, but had refused to help out even when this created a crisis for their employee.

Comment:

Arbitrators and the courts have consistently favored employee rights in similar cases, even when the payroll delay has occurred only once or very infrequently. Putting teeth into Saylor's argument is the North Dakota labor law specifying that employers must pay employees wages "at least twice each calendar month or on regular agreed paydays designated in advance by the employer. . ."

Although legal action can be taken in disputes on unpaid wages, Alex Schmalz, deputy commissioner with the North Dakota Labor Department, encourages workers to first ask for the agency's assistance in reaching a satisfactory solution. "We can usually take care of the situation before a worker is forced to leave his employment or it winds up in court," said Schmalz. ■

Gleanings

Tom Haan

First, the bad news. . .

Payments to the unemployed are up . . .$32 million paid out this year. . . this is 36 percent more than last year's payout.

The money supply will get very tight and very expensive. . .intense political pressure applied to the Federal Reserve, prior to the election, has been lifted. . .plan on interest rates near 22 percent before March.

Who suffers the most?. . .new car purchases, housing starts, farm credit, installment loans are hardest hit.

Food costs continue to rise. . .declining supplies of beef and pork plus a leveling of poultry supplies will keep pushing prices. . .food service industry facing a triple crunch as rising minimum wages and prices run into decreasing disposable income.

Farmers, already strapped by the weather, rising costs, a fickle market, **need** a good crop next year. . .many will have trouble financing the '81 crop.

Housing, already scarce in some parts of the state, will get worse. . . some areas that had a 6 percent vacancy rate a year ago are now down to 2-2.5 percent. . .large areas of the state may end up with virtually no available housing until the money supply increases and interest comes down.

On the brighter side . . .

North Dakota is still not experiencing the deep-cycle recession bothering other parts of the nation.

Unemployment was 4 percent in October. . .the lowest rate this year for North Dakota and compares to 7.6 percent nationally.

Retail sales are picking up for the holidays. . .won't be a record year, but will be good. People are shopping the specials. . .buying quality. . .becoming "careful consumers." Sales in winter sports heavy outerwear are sluggish . . .need some snow to stimulate interest.

Farms are changing — we all know that. . .more hobby or retirement farms. . .more large farms (2,000 acres plus). . .less medium size farms. **Lots of interesting implications here**. . .affects the tax structure . . .skews farm equipment demand towards the small units and the very large. . .affects the distribution of political power. . .puts new demands on our transportation systems.

Farmers are changing too. . .over 36 percent now hold some kind of off-farm job. . .this does some interesting things to our rural economy. The new rural workers are filling an increased demand for experienced rural labor. . . second paychecks stimulate rural retail sales, help stabilize farm income and speed the trend towards fewer farms with livestock. . .young farmers can accumulate capital. . .soften the hardship of high costs, bad crops, etc.

Last month, we made a few comments on our projections for the labor market from 1980-85. . .also told you to write for a copy of the complete projections. . .many of you did and we got a little behind in sending them out. You should have them by now. . .if you haven't requested yet, you still can. ■

(MALL from page 2)

item just if it looked like a good deal. But the drought has forced only necessity sales," he concludes. Despite a difficult year, Strinden hopes such inventory changes as the addition of custom-made furniture will gain him more clientele. "Although a certain percentage of area people wil always drive to the cities," he adds.

"This mall has helped make New Salem more than just another dot on the map," Strinden says of his continued support for Golden West. "I'm convinced that in the next decade small towns with shopping centers will have a greater chance of existing."

Will rural plazas also experience the problems of urban-based centers? "Maybe the metro areas are already oversaturated with shopping malls," Goetz responds, "but this is new to Small Town USA. I don't think we are likely to see the same problems with competition." ■

U.S. CONSUMER PRICE INDEX ALL URBAN CONSUMERS

					Percent Change from		
(1967=100)	Annual Average 1979	Oct. 1980	Sept. 1980	Oct. 1979	Sept. 1980	Oct. 1979	Percent Change Projected on Annual Basis
All Items	217.4	253.9	251.7	225.4	0.9	12.6	11.4
Food & Beverage	228.5	255.5	254.2	232.1	0.5	10.1	6.2
Housing	227.6	271.1	267.7	237.7	1.3	14.1	16.8
Apparel and Upkeep	166.6	183.9	182.2	171.0	0.9	7.5	11.4
Transportation	212.0	256.1	254.7	222.7	0.5	15.0	6.2
Medical Care	239.7	272.8	270.6	245.9	0.8	10.9	10.0
Entertainment	188.5	210.9	209.8	192.0	0.5	9.8	6.2

CIVILIAN LABOR FORCE

				Percent Change from	
	Oct. 1980	Sept. 1980	Oct. 1979	Sept. 1980	Oct. 1979
UNITED STATES (In Thousands)					
Labor Force	105,181	105,034	103,595	0.1	1.5
Employment	97,176	97,207	97,474	-0-	−0.3
Unemployment	8,005	7,827	6,121	2.3	30.8
Unemployment Rate	7.6	7.5	5.9		
NORTH DAKOTA					
Labor Force	333,220	344,600	328,550	−3.3	1.4
Employment	319,930	329,190	320,030	−2.8	-0-
Unemployment	13,290	15,410	8,520	−13.8	56.0
Unemployment Rate	4.0	4.5	2.6		
FARGO-MOORHEAD SMSA					
Labor Force	73,620	73,100	74,300	0.7	−0.9
Employment	70,690	69,740	72,360	1.4	−2.3
Unemployment	2,930	3,360	1,940	−12.8	51.0
Unemployment Rate	4.0	4.6	2.6		
GRAND FORKS SMSA					
Labor Force	42,090	42,220	43,360	−0.3	−2.9
Employment	40,280	39,810	42,070	1.2	−4.3
Unemployment	1,810	2,410	1,290	−24.9	40.3
Unemployment Rate	4.3	5.7	3.0		

U.S. data seasonally adjusted; other data not seasonally adjusted.

NONFARM WAGE AND SALARY EMPLOYMENT

				Percent Change from	
FARGO-MOORHEAD SMSA WAGE AND SALARY EMPLOYMENT	Oct. 1980	Sept. 1980	Oct. 1979	Sept. 1980	Oct. 1979
TOTAL	**63,350**	**61,670**	**64,790**	**2.7**	**−2.2**
Construction and Mining	3,960	3,900	5,100	1.5	−22.4
Manufacturing	4,650	4,610	5,340	0.9	−12.9
Durable Goods	2,160	2,180	2,860	−0.9	−24.5
Nondurable Goods	2,490	2,430	2,480	2.5	0.4
Food and Kindred Products	1,680	1,640	1,680	2.4	-0-
Other Nondurable Goods	810	790	800	2.5	1.3
Transportation, Comm. and Public Utilities	4,190	4,130	4,240	1.5	−1.2
Wholesale Trade	6,330	6,280	6,550	0.8	−3.4
Retail Trade	12,480	12,520	12,780	−0.3	−2.3
Finance, Insurance, and Real Estate	3,840	3,850	3,770	−0.3	1.9
Services	14,660	13,700	14,010	7.0	4.6
Government	13,240	12,680	13,000	4.4	1.8
Federal	2,140	2,120	2,010	0.9	6.5
State and Local	11,100	10,560	10,990	5.1	1.0
GRAND FORKS SMSA WAGE AND SALARY EMPLOYMENT					
TOTAL	**36,440**	**35,290**	**37,870**	**3.3**	**−3.8**
Construction and Mining	1,770	1,820	2,350	−2.7	−24.7
Manufacturing	2,040	1,890	2,850	7.9	−28.4
Transportation, Comm. and Public Utilities	2,860	2,780	2,770	2.9	3.2
Wholesale Trade	2,240	2,230	2,400	0.4	−6.7
Retail Trade	8,160	8,250	8,550	−1.1	−4.6
Finance, Insurance, and Real Estate	1,500	1,460	1,490	2.7	0.7
Services	7,240	7,110	7,080	1.8	2.3
Government	10,630	9,750	10,380	9.0	2.4

MANUFACTURING HOURS AND EARNINGS

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	Oct. 1980	Sept. 1980	Oct. 1979	Oct. 1980	Sept. 1980	Oct. 1979	Oct. 1980	Sept. 1980	Oct. 1979
United States									
Total Manufacturing	296.96	295.32	274.85	39.7	39.8	40.3	7.48	7.42	6.82
Durable	322.00	318.79	295.80	40.2	40.2	40.8	8.01	7.93	7.25
Nondurable	261.69	261.19	241.92	39.0	39.1	39.4	6.71	6.68	6.14
Food & Kindred	276.61	279.28	254.40	39.8	40.3	40.0	6.95	6.93	6.36
Printing & Publishing	286.41	287.96	264.75	37.1	37.3	37.5	7.72	7.72	7.06
North Dakota									
Total Manufacturing	261.51	265.48	255.02	38.8	38.7	41.0	6.74	6.86	6.22
Durable	267.54	269.19	258.34	39.0	38.9	41.6	6.86	6.92	6.21
Nondurable	255.53	262.48	251.47	38.6	38.6	40.3	6.62	6.80	6.24
Food & Kindred	272.02	284.31	278.85	40.6	40.5	42.9	6.70	7.02	6.50
Printing & Publishing	214.25	217.51	206.92	33.9	34.2	35.8	6.32	6.36	5.78
Fargo-Moorhead SMSA									
Total Manufacturing	291.30	283.36	286.62	39.1	38.5	42.4	7.45	7.36	6.76
Durable	298.32	291.02	278.97	38.1	37.6	41.7	7.83	7.74	6.69
Nondurable	284.31	275.41	298.41	40.1	39.4	43.5	7.09	6.99	6.86

ESTIMATED LABOR TURNOVER

(per hundred employees)

Accession Rates

	Total			New Hires			Recalls		
	Oct. 1980	Sept. 1980	Oct. 1979	Oct. 1980	Sept. 1980	Oct. 1979	Oct. 1980	Sept. 1980	Oct. 1979
North Dakota									
Mining	4.3	4.2	3.3	3.5	4.2	2.7	0.8	0.0	0.2
Manufacturing	5.7	5.4	10.7	2.4	2.4	7.7	3.1	3.0	2.8
Fargo-Moorhead SMSA									
Manufacturing	3.5	5.2	12.4	2.6	2.0	6.2	0.6	2.7	5.9

Separation Rates

	Total			Quits			Layoffs		
	Oct. 1980	Sept. 1980	Oct. 1979	Oct. 1980	Sept. 1980	Oct. 1979	Oct. 1980	Sept. 1980	Oct. 1979
North Dakota									
Mining	2.7	3.6	2.7	2.0	2.4	2.3	0.0	0.0	0.0
Manufacturing	4.1	5.0	5.7	1.3	2.1	3.9	2.1	2.1	1.1
Fargo-Moorhead SMSA									
Manufacturing	3.9	5.0	5.2	1.3	2.2	3.6	1.5	1.2	0.7

NORTH DAKOTA
NONFARM WAGE AND SALARY EMPLOYMENT

	Oct. 1980	Sept. 1980	Oct. 1979	Percent Change from Sept. 1980	Percent Change from Oct. 1979
TOTAL	**251,950**	**249,090**	**251,450**	**1.1**	**0.2**
MINING	**7,660**	**7,600**	**5,780**	**0.8**	**32.5**
Coal	1,130	1,130	1,050	-0-	7.6
Crude Petroleum and Natural Gas	6,130	6,070	4,300	1.0	42.6
Other Mining	400	400	430	-0-	−7.0
CONSTRUCTION	**16,900**	**16,970**	**21,980**	**−0.4**	**−23.1**
Building Construction	4,330	4,310	6,670	0.5	−35.1
Street, Highway and Heavy Construction	4,900	5,010	6,300	−2.2	−22.2
Special Trade Construction	7,670	7,650	9,010	0.3	−14.9
MANUFACTURING	**15,520**	**14,770**	**17,510**	**5.1**	**−11.4**
Durable Goods	7,250	7,220	9,030	0.4	−19.7
Stone, Clay and Glass	1,250	1,300	1,320	−3.8	−5.3
Primary and Fabricated Metals	750	740	880	1.4	−14.8
Machinery and Transportation Equipment	4,470	4,430	5,860	0.9	−23.7
Other Durable Goods	780	750	970	4.0	−19.6
Nondurable Goods	8,270	7,550	8,480	9.5	−2.5
Food and Kindred Products	4,550	3,970	4,790	14.6	−5.0
Dairy Products	940	900	860	4.4	9.3
Food Specialties, Sugar and Confectionery Products	1,700	1,200	2,270	41.7	−25.1
Bakery Products	470	470	500	-0-	−6.0
Other Food and Kindred Products	1,440	1,400	1,160	2.9	24.1
Printing and Publishing	2,200	2,150	2,170	2.3	1.4
Other Nondurable Goods	1,520	1,430	1,520	6.3	-0-
TRANSPORTATION, COMMUNICATIONS, AND PUBLIC UTILITIES	**17,240**	**16,790**	**16,700**	**2.7**	**3.2**
Transportation	9,500	9,060	9,160	4.9	3.7
Railroads	3,500	3,430	3,580	2.0	−2.2
Trucking and Warehousing	4,640	4,300	4,250	7.9	9.2
Other Transportation	1,360	1,330	1,330	2.3	2.3
Communications	3,860	3,860	3,890	-0-	−0.8
Public Utilities	3,880	3,870	3,650	0.3	6.3
WHOLESALE TRADE	**22,530**	**22,590**	**21,910**	**−0.3**	**2.8**
Durable Goods	11,590	11,730	11,290	−1.2	2.7
Nondurable Goods	10,940	10,860	10,620	0.7	3.0
RETAIL TRADE	**47,930**	**48,120**	**46,850**	**−0.4**	**2.3**
General Merchandise	6,100	5,850	6,000	4.3	1.7
Food Stores	6,620	6,610	6,300	0.2	5.1
Automotive Dealers and Service Stations	7,060	7,060	7,120	-0-	−0.8
Apparel and Accessory Stores	2,830	2,830	2,880	-0-	−1.7
Other Retail	25,320	25,770	24,550	−1.7	3.1
FINANCE, INSURANCE, AND REAL ESTATE	**11,450**	**11,450**	**11,100**	**-0-**	**3.2**
Finance	6,220	6,170	5,960	0.8	4.4
Banking	4,170	4,160	4,040	0.2	3.2
Other Finance	2,050	2,010	1,920	2.0	6.8
Insurance	3,500	3,510	3,350	−0.3	4.5
Real Estate	1,730	1,770	1,790	−2.3	−3.4
SERVICES	**50,800**	**50,690**	**48,420**	**0.2**	**4.9**
Lodging	4,690	4,670	4,500	0.4	4.2
Nursing and Personal Care	5,720	5,690	5,370	0.5	6.5
Hospitals	11,600	11,590	10,880	0.1	6.6
Other Medical	4,590	4,560	4,400	0.7	4.3
Other Services	24,200	24,180	23,270	0.1	4.0
GOVERNMENT	**61,920**	**60,110**	**61,200**	**3.0**	**1.2**
Federal Government	9,770	9,680	9,660	0.9	1.1
State Government	17,210	16,100	16,890	6.9	1.9
Educational Services	11,190	9,930	10,800	12.7	3.6
Other State Government	6,020	6,170	6,090	−2.4	−1.1
Local Government	34,940	34,330	34,650	1.8	0.8
Educational Services	17,000	16,130	16,620	5.4	2.3
Other Local Government	17,940	18,200	18,030	−1.4	−0.5

PRODUCER PRICE INDEX
UNITED STATES AVERAGE

(1967 = 100)	Annual Average 1979	Oct. 1980	Sept. 1980	Oct. 1979	Percentage Change from Sept. 1980	Percentage Change from Oct. 1979
All Commodities	235.5	277.0	274.1	245.6	1.1	12.8
Farm Products and Processed Foods and Feeds	229.8	258.8	256.3	230.6	1.0	12.2
Industrial Commodities	236.4	281.2	278.2	249.0	1.1	12.9

GLOSSARY OF TERMS

Civilian Labor Force—number of persons 16 years and older defined as employed or unemployed, excluding members of the Armed Forces.

Consumer Price Index (CPI)—a measure of the average change in prices over a period of time in a fixed market basket of goods and services. Changes are usually expressed in percentages. The following example illustrates the method used to calculate the percentage change using 211.5 as the "current index" and 209.1 as the "previous index":

Current index	211.5
Less previous index	209.1
Equals	2.4
Divide by the previous index	209.1
Equals	.011
Results multiplied by one hundred	.011x100
Equals percentage change	1.1

Covered Employment—employment that falls under coverage of the North Dakota Unemployment Compensation Law. At the present time only agriculture, the self-employed, students working for educational institutions, religious organizations, fully commissioned salesmen, and elected and appointed officials have significant numbers of non-covered workers.

Employed—those persons working for pay or profit during a week, or unpaid family workers working 15 hours or more during a week. Also included are those who, although not working, had some job attachment and were **not** looking for work. This involves persons temporarily absent from a job due to illness, bad weather, vacation or labor-management dispute, whether or not they were in a pay status during their time off.

Insured Unemployment—a count of persons who have filed claims for state job insurance benefits. An accurate comparison of data for the insured unemployed cannot be made if one period of time is prior to July 1, 1979, and the second period is after that date. This is due to the change in eligibility requirements mandated by the state legislature effective July 1, 1979.

Nonfarm Wage and Salary Employment-Establishment Data—refers to the number of jobs held rather than the number of people employed.

"p"—preliminary estimates subject to revision.

Producer Price Index (PPI)—measures average changes in prices received in primary markets of the United States by commodity producers in all stages of processing. These changes are usually expressed in percentages. The method of calculation is the same as used for the Consumer Price Index (See item 2).

Seasonally Adjusted Labor Force Series—to assist in evaluating the labor force, recurrent yearly employment and unemployment movements have been isolated and removed by the Bureau of Labor Statistics though a seasonal factor method.

Standard Metropolitan Statistical Area (SMSA)—(a) an area designated by the Office of Management and Budget with a central city of at least 50,000 inhabitants; or (b) a central city of at least 25,000 inhabitants but with a minimum of at least 50,000 when combined with adjacent populated areas, provided the county or counties in which the city and adjacent areas are located have a population of at least 75,000.

Unemployment—the number of persons who for an entire week did not work at all, were able to work and available for work, and (1) were looking for work or (2) would have looked for work except that (a) they were waiting to return to a job from which they had been laid off; or (b) they were waiting to report to a new wage and salary job scheduled to start within the following 30 days (and were not in school during the week).

Unemployment Rate—the number of unemployed expressed as a percent of the civilian labor force.

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Prairie Employer Review

Volume 3, Number 1 January, 1981

Job Insurance Changes to be Studied by '81 Legislature

"Average" and "lively" were the terms used recently by Gerald Balzer of Job Service North Dakota to describe job insurance proposals being submitted to the 1981 State Legislature.

As director of the Job Insurance Division, Balzer considers the 12 pieces of legislation hammered out by the agency's Advisory Council an average amount compared to previous years. On the other hand, he frankly admits the potential controversy surrounding some of the proposals could have all the makings for a lively session this biennium.

The record $34 million in unemployment benefits paid out this year, far above the next highest year of $25 million, reflects the continuing economic dilemma faced by the state's employers and jobless workers. Balzer feels this was a prompting factor for the extensive legislative discussions held throughout the year by the Job Service Advisory Council.

With members representing business and labor groups as well as the general public, compromise was a necessary ingredient in the council meetings. The end result is a legislature package that both softens and tightens various benefit requirements for jobless workers, while dealing with employer concerns on tax rates and the job insurance trust fund.

New Claimant Rules

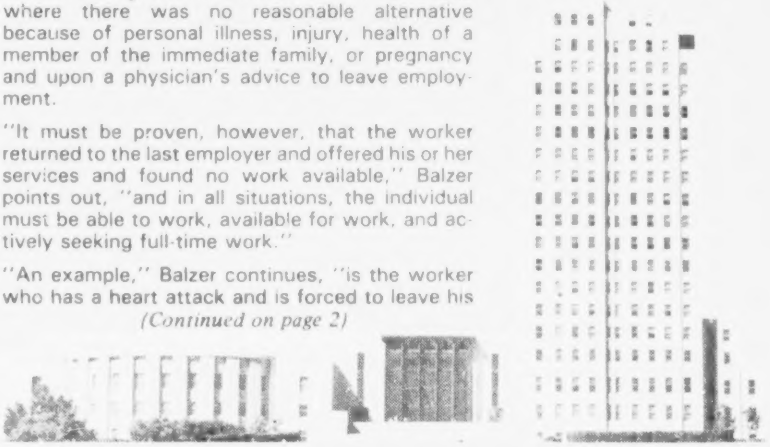
According to Balzer, three proposals deal with the disqualification provision passed in the last legislative session. It prevents payment to those claimants who voluntarily left their last job without good cause attributable to the employer. "The Advisory Council considered this eligibility requirement too harsh in certain instances," Balzer explains.

The first proposal provides that if an individual leaves their last job for compelling personal reasons, they will not be disqualified from receiving benefits. The situation must be one where there was no reasonable alternative because of personal illness, injury, health of a member of the immediate family, or pregnancy and upon a physician's advice to leave employment.

"It must be proven, however, that the worker returned to the last employer and offered his or her services and found no work available," Balzer points out, "and in all situations, the individual must be able to work, available for work, and actively seeking full-time work."

"An example," Balzer continues, "is the worker who has a heart attack and is forced to leave his

(Continued on page 2)



Deducting Losses from Worker Wages Often Illegal

Changes in wage and hour requirements often bring about a temporary rise in such employer violations as illegal deductions from employee paychecks, according to a U.S. Department of Labor official.

Al Godes, compliance officer with the Bismarck office of the Wage and Hour Division, feels the regularity of this problem reflects an unawareness of labor law provisions among workers and business owners. "Quite simply, employers cannot deduct cash register shortages or losses from the pay of protected workers if the wage would then fall below the new federal minimum of $3.35," Godes warned. He added that state standards apply over federal whenever they are higher.

North Dakota labor laws prohibit the deduction of any amount not required by state or federal regulations unless authorized in writing by the worker, says Alex Schmalz, deputy commis-

(Continued on page 4)

Job Insurance Director Gerald Balzer, center, discusses upcoming state legislation with Bill Brintnell, left, who is Chief of the Division's Employer Tax section, and Chief of Benefits Don Hertz, right.

(CHANGES from page 1)

job for an extended period. By the time he is again able to work the employer may have had to find a replacement. The worker became jobless through no fault of the employer's, but is now ready and willing to work again. Under current law he cannot receive job insurance assistance while looking for another job."

The second proposal states that a claimant who accepts work that could have been refused as unsuitable, and later finds it necessary to voluntarily leave the position within the first ten weeks after starting work, shall escape being disqualified for leaving that job voluntarily. "This is meant to help individuals who want to get off of unemployment benefits, even if it means trying a job out of their line of work or area," stated Balzer. "However, if work conditions obviously turned out to be intolerable, this worker would not be penalized for leaving and again actively seeking work under the program."

Under the third proposal, a student may not necessarily be disqualified for school attendance if involuntarily unemployed. "The intent," Balzer pointed out, "is that wage credits earned from a job while attending school ought to result in benefits when the worker is laid off — even if the person continues going to school full-time. This still disqualifies those jobless workers who were not going to school when they earned wage credits, but now decide to go to school full-time and apply for job insurance benefits."

Another proposal passed by the council after intense debate expands the definition of suitable work for claimants. After 18 consecutive weeks of benefits payments, an individual would be required to accept work paying wages equal to the maximum weekly benefit amount provided in the law, which is currently $143 per week. The individual's health, safety, morals, physical fitness, and the distance of work from their residence must still be considered.

Balzer feels part of the council's difficulty in dealing with this issue stems from the fact that other states have also had problems in satisfactorily defining suitable work in their laws. "Most state and federal program regulations have historically been based on the philosophy that suitable work is an individual determination — taking into account the claimant's work history, skills, and so forth," Balzer states.

Tax Rate Changes

One proposal affecting the tax rates paid by employers is actually in the form of three main thrusts. The first sets up an earlier notice to employers of their unemployment tax rate for the ensuing year. Now notified on March 31 of their rate for that calendar year, the legislative change would mean employers would be notified before December 1 of the preceding year.

The second action changes the rate assigned to newly liable employers in the state. A new employer coming under the job insurance program currently is assigned the highest rate applicable, which is now at 4.8 percent. Under this proposal the employer is assigned the average tax rate paid by employers in that same industry.

"In every instance, this would be a more favorable rate for the new employer," said Balzer. "In a particular industry this could result in the new employer being assigned the industry average of 2.8 percent. However, another employer in that industry could be paying above or below that average, depending on their own experience rating." Assignment of the industry code would be in any one of 71 classifications, Balzer explains, according to a Job Service computation involving labor market statistics, employment and wage surveys, and the use of the Standards Industrial Classification Manual.

The third thrust of this bill would assure that employment tax rates for 1981 and 1982 be no higher than those rates contained in Column II of the schedule rates provided in the law. Each year an analysis of the fund used to pay unemployment benefits is made, and an accompanying rate column is computed. This proposal assures no column shift higher than Column II, regardless of the trust fund balance computation.

Conforming Proposals

Four other bills are fairly self-explanatory, says Balzer, in that they either clarify state law or conform state regulations to federal law. One is considered a "housekeeping bill" that clarifies language on the minimum weekly benefit amount to eliminate any misunderstanding. Another conforms our North Dakota law to the federal/state extended unemployment compensation act, under which we pay extended benefits.

Another proposal amends the present pension deduction provision in our law. "As it stands now, we are discriminating against pensioners who have duly earned wage credits and have a right to unemployment benefits," Balzer stated.

The final two agency proposals deal with the Old Age and Survivor's Insurance System. This includes a six percent increase in monthly benefit payments effective July 1 of 1981 and 1982, and allows the state interest for delinquent payments to move with federal interest assessments.

While the council's proposals are reflected in Senate bills being submitted by Job Service, Balzer expects other pieces of legislation to come forth during the session. "Most of our bills will probably be considered in committee hearings by the end of January," Balzer concluded.

PRAIRIE EMPLOYER REVIEW

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JOB
SERVICE
North Dakota

N.D. Women Closer to Halfway Point in Job Numbers

North Dakota's labor force has participated in a variety of expected and unanticipated changes in recent years. Energy development is diversifying a once totally agricultural economy. New types of manufacturing plants are being built and planned. Construction, particularly in homebuilding, had boomed until the recent recession and rise of interest rates.

But one of the subtler changes having a tremendous future impact is the growth of women workers in the labor force. Though somewhat behind the national trend, more North Dakota women are leaving traditional housebound roles to enter the job market.

About 40.5 percent of the state's labor force is female, according to 1980 estimates by the Bureau of Labor Statistic's Current Population Survey. That means an additional 22,000 women have ventured into the business world in the past two years, and represents a significant rise from 32.7 percent approximated in 1970. National data for 1979 indicated 42.2 percent of all U.S. workers were women.

North Dakota's women workers have made some inroads to industries such as wholesale trade, mining, construction, manufacturing, and transportation, communications and public utilities, where there are high concentrations of blue collar and other traditional male occupations. Still, the majority of women jobholders are found in retail trade, services, government, and the finance, insurance and real estate industry.

While statewide figures are unavailable, the combined averages for North Dakota's 12 largest cities show that women comprise 9.3 percent of the workers in mining, 8.6 percent of all construction workers, and 23.7 percent of those in manufacturing. The transportation, communications and public utilities sectors have 25.4 percent women employees; while women in wholesale trade represent 18.6 percent of all workers.

A substantial 54.9 percent of all retail employees are female; and women in finance, insurance and real estate hold 64.2 percent of the jobs. Over 46.1 percent of all government workers are female, while the largest industry percentage of females is in services with 68.9 percent.

Further study indicates that the individual composition of local economies may dictate the number of females in the work force. Rural areas with a limited availability of jobs traditionally held by females, such as office clerical positions, usually have a lower percentage of their labor force as female — whether or not there is a desire for women in that area to work in traditional or nontraditional jobs.

The most recent community employment surveys conducted in these cities reveal how the female-male ratios in the labor force fluctuate throughout the state. Females in the work force range from 55 percent in Grafton, where government is the dominant industry because of the Grafton State School, to 34.5 percent in Mandan, with relatively large construction, manufacturing, and transportation, communications and public utilities industries.

Four other communities have proportionately large services, government, and retail trade industries and the next highest rates of women workers. Figures for Jamestown show 49.9 percent of the workforce as female, 48.7 percent for Bismarck, 48.3 percent for Grand Forks, and 48.2 percent for Devils Lake.

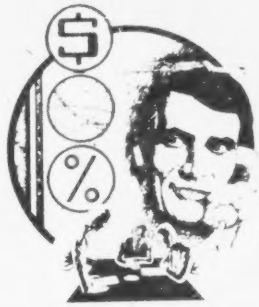
The percentage of work force females increased or remained virtually the same in 10 of the 12 surveyed cities in the last two years. The greatest growth was in Jamestown, Fargo, Bismarck, and Wahpeton.

Dickinson and Williston, the two cities with a percentage decrease, had gains in the actual number of women workers by about 1,060 and 660 respectively. However, the huge employment increase in the mining industry caused the percentage of females in the total work force to drop from 44.9 percent to 43.2 percent in Dickinson, and from 42.6 percent to 40.9 percent in Williston.

Both local and statewide figures may be distorted to some degree by the recent ill-fated economy. Since male dominated industries such as construction and manufacturing were hit hardest in the current recession, the overall percentage of females rose slightly.

Wahpeton, for example, added 60 women to the labor force in the last two years. Layoffs in construction and manufacturing, however, meant total wage and salary employment dropped by 120.

It is difficult to speculate whether female participation in North Dakota's labor force will reach or surpass the national trend. Possible changes in the state's conservative profile and rural-based workforce, plus future employment patterns in significant growth industries such as mining, could make the difference. If current trends continue, the percentage of females in North Dakota's job market will soon attain the symbolic 50 percent mark.



Gleanings

Tom Haan

Chances are if you liked 1980 you'll be happy with 1981. . .unfortunately the opposite is also true. . .talking mainly about the interest rate, inflation, credit restriction, work productivity. . .the economy. If past trends hold true in 1981, June's unemployment rate will match last year's rate (5.4 percent) one of the highest on record.

Agriculture will continue to be plagued by tight, expensive credit and farm-to-market transportation problems but . . .on the other hand. . .we predict the prices for farm products will rise faster than the prices for farm equipment and materials.

In the past North Dakota has been somewhat immune to peaks and valleys in the national economy. . . inflation and rising interest rates are changing this. . .we're becoming more and more attached to the national economy and indirectly to the international price of oil, other raw materials and trade in durable goods. In the long run this brightens the outlook. . . energy will keep things cooking . . .secondary effects on the whole state as demand for goods and services rises. . .new growth in ag processing such as pasta plants, sugar beets and potatoes will stimulate rural areas.

Miscellaneous year-end observations. . .classroom public school teachers in North Dakota averaged $225 per week for 1979-80. . .compared to $310 nationally. . .ranks us 39th in the nation. Our average tax burden is $757 or 10.6 percent of personal income. . .U.S. average is $934 or 12 percent. The number of state and local government workers in North Dakota increased by 19 percent from 1969 to 1979. . .this amounts to half the national average. . .only three states had a smaller growth rate.

Oil production in North Dakota 1969-79. . .productive acres for oil and gas increased from 190,500 to 412,000. . .total value at the well of crude oil produced, 1959 to 1970, was about $888 million. . .by January 1, 1980, this value rose to over $2.3 billion dollars. Average field price per barrel of crude rose from $2.80 to $13.36. . .average depth per well went from 5,600 feet to 8,731 . . .average daily production rose from 62,200 to 83,775. . .49 wells were drilled in 1969 — 208 in 1979.

(LOSSES from page 1)

sioner of the State Labor Department. This restriction not only applies to shortages that occur through cash transactions with customers, but when employee wages are used to pay for uniform maintenance and equipment replacement, or to make up losses from bad checks or credit cards.

"We've allowed deductions in some cases, but only where there is strong evidence that one person has sole responsibility for customer change or a cash register during their work shift," Schmalz pointed out.

Godes and Schmalz agree that violations most often occur in service industries such as restaurants, gasoline stations and retail stores. A common example is an employer who requires the workers to buy, launder or mend their own uniforms without compensating them for the money spent in these activities. Schmalz also cited the illegal practice of subtracting the cost of broken and lost tools from wages, and pay deductions for customer overcharges as well as undercharges shown on a till.

"Whether the employer tries to get it back from the employee in cash or through the payroll, or if he is withholding wages from two or 20 workers, a deduction of even one cent can be against the law," asserts Schmalz.

Violations are normally uncovered by compliance officers through employee complaints or during routine workplace investigations. Recently, a national restaurant chain agreed to a $2.1 million administrative settlement after the U.S. Labor Department investigated the firm for violations of wage and hour law, including provisions on uniform maintenance.

U.S. CONSUMER PRICE INDEX ALL URBAN CONSUMERS

(1967=100)	Annual Average 1979	Nov. 1980	Oct. 1980	Nov. 1979	Percent Change from Oct. 1980	Percent Change from Nov. 1979	Percent Change Projected on Annual Basis
All Items	217.4	256.2	253.9	227.5	0.9	12.6	11.4
Food & Beverage	228.5	257.4	255.5	233.1	0.7	10.4	8.7
Housing	227.6	273.8	271.1	240.8	1.0	13.7	12.7
Apparel and Upkeep	166.6	184.8	183.9	171.7	0.5	7.6	6.2
Transportation	212.0	259.0	256.1	224.9	1.1	15.2	14.0
Medical Care	239.7	274.5	272.8	248.0	0.6	10.7	7.4
Entertainment	188.5	211.2	210.9	192.8	0.1	9.5	1.2

CIVILIAN LABOR FORCE

	Nov. 1980	Oct. 1980	Nov. 1979	Percent Change from Oct. 1980	Percent Change from Nov. 1979
UNITED STATES (In Thousands)					
Labor Force	105,320	105,181	103,652	0.1	1.6
Employment	97,396	97,176	97,608	0.2	−0.2
Unemployment	7,924	8,005	6,044	−1.0	31.1
Unemployment Rate	7.5	7.6	5.8		
NORTH DAKOTA					
Labor Force	317,930	333,220	313,980	−4.6	1.3
Employment	303,430	319,930	301,740	−5.2	0.6
Unemployment	14,500	13,290	12,240	9.1	18.5
Unemployment Rate	4.6	4.0	3.9		
FARGO-MOORHEAD SMSA					
Labor Force	73,550	74,140	73,100	−0.8	0.6
Employment	70,340	71,200	70,250	−1.2	0.1
Unemployment	3,210	2,940	2,850	9.2	12.6
Unemployment Rate	4.4	4.0	3.9		
GRAND FORKS SMSA					
Labor Force	42,670	43,190	43,060	−1.2	−0.9
Employment	40,580	41,370	41,280	−1.9	−1.7
Unemployment	2,090	1,820	1,780	14.8	17.4
Unemployment Rate	4.9	4.2	4.1		

U.S. data seasonally adjusted; other data not seasonally adjusted.

NONFARM WAGE AND SALARY EMPLOYMENT

	Nov. 1980	Oct. 1980	Nov. 1979	Percent Change from Oct. 1980	Percent Change from Nov. 1979
FARGO-MOORHEAD SMSA WAGE AND SALARY EMPLOYMENT					
TOTAL	**64,060**	**63,810**	**63,840**	**0.4**	**0.3**
Construction and Mining	3,700	3,960	4,820	−6.6	−23.2
Manufacturing	5,100	5,090	4,440	0.2	14.9
Durable Goods	2,130	2,150	2,140	−0.9	−0.5
Nondurable Goods	2,970	2,940	2,300	1.0	29.1
Food and Kindred Products	2,170	2,130	1,500	1.9	44.7
Other Nondurable Goods	800	810	800	−1.2	.0
Transportation, Comm. and Public Utilities	4,170	4,190	4,200	−0.5	−0.7
Wholesale Trade	6,310	6,330	6,520	−0.3	−3.2
Retail Trade	12,790	12,480	13,020	2.5	−1.8
Finance, Insurance, and Real Estate	3,830	3,840	3,790	−0.3	1.1
Services	14,720	14,680	14,050	0.3	4.8
Government	13,440	13,240	13,000	1.5	3.4
Federal	2,150	2,140	2,070	0.5	3.9
State and Local	11,290	11,100	10,930	1.7	3.3
GRAND FORKS SMSA WAGE AND SALARY EMPLOYMENT					
TOTAL	**37,470**	**37,450**	**38,030**	**0.1**	**−1.5**
Construction and Mining	1,630	1,770	2,190	−7.9	−25.6
Manufacturing	3,030	3,050	2,830	−0.7	7.1
Transportation, Comm. and Public Utilities	2,880	2,860	2,800	0.7	2.9
Wholesale Trade	2,170	2,240	2,320	−3.1	−6.5
Retail Trade	8,270	8,160	8,680	1.3	−4.7
Finance, Insurance, and Real Estate	1,500	1,500	1,490	.0	0.7
Services	7,260	7,240	7,120	0.3	2.0
Government	10,730	10,630	10,600	0.9	1.2

MANUFACTURING HOURS AND EARNINGS

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	Nov. 1980	Oct. 1980	Nov. 1979	Nov. 1980	Oct. 1980	Nov. 1979	Nov. 1980	Oct. 1980	Nov. 1979
United States									
Total Manufacturing	302.80	298.10	277.14	40.0	39.8	40.4	7.57	7.49	6.86
Durable	327.65	322.80	297.43	40.5	40.3	40.8	8.09	8.01	7.29
Nondurable	265.78	262.75	245.92	39.2	39.1	39.6	6.78	6.72	6.21
Food & Kindred	282.49	276.31	261.70	39.9	39.7	40.2	7.08	6.96	6.51
Printing & Publishing	288.27	287.15	268.71	37.1	37.1	37.9	7.77	7.74	7.09
North Dakota									
Total Manufacturing	256.97	258.41	238.34	38.7	38.8	39.2	6.64	6.66	6.08
Durable	270.57	267.33	241.60	39.1	38.8	40.2	6.92	6.89	6.01
Nondurable	246.14	250.39	235.55	38.4	38.7	38.3	6.41	6.47	6.15
Food & Kindred	264.55	263.66	255.84	40.7	40.5	39.0	6.50	6.51	6.56
Printing & Publishing	213.66	213.95	203.13	33.7	33.8	35.7	6.34	6.33	5.69
Fargo-Moorhead SMSA									
Total Manufacturing	289.02	292.40	264.22	39.7	40.0	40.4	7.28	7.31	6.54
Durable	301.84	301.06	248.62	38.5	38.4	40.1	7.84	7.84	6.20
Nondurable	279.05	285.93	282.46	40.5	41.2	40.7	6.89	6.94	6.94

ESTIMATED LABOR TURNOVER

(per hundred employees)

Accession Rates

	Total			New Hires			Recalls		
	Nov. 1980	Oct. 1980	Nov. 1979	Nov. 1980	Oct. 1980	Nov. 1979	Nov. 1980	Oct. 1980	Nov. 1979
North Dakota									
Mining	1.8	5.2	3.8	1.6	3.7	3.5	0.0	0.7	0.3
Manufacturing	2.8	10.0	4.1	2.0	3.1	3.7	0.6	6.7	0.3
Fargo-Moorhead SMSA									
Manufacturing	3.1	12.4	3.7	1.7	4.7	3.0	1.1	7.3	0.5

Separation Rates

	Total			Quits			Layoffs		
	Nov. 1980	Oct. 1980	Nov. 1979	Nov. 1980	Oct. 1980	Nov. 1979	Nov. 1980	Oct. 1980	Nov. 1979
North Dakota									
Mining	1.7	2.3	1.4	0.5	1.8	0.9	0.0	0.0	0.2
Manufacturing	6.1	2.8	10.1	1.8	1.3	4.1	3.5	1.0	5.5
Fargo-Moorhead SMSA									
Manufacturing	8.7	2.8	11.0	0.8	1.2	2.3	6.7	0.6	8.2

NORTH DAKOTA
NONFARM WAGE AND SALARY EMPLOYMENT

	Nov. 1980	Oct. 1980	Nov. 1979	Percent Change from	
				Oct. 1980	Nov. 1979
TOTAL	**251,370**	**252,250**	**249,310**	**-0.3**	**0.8**
MINING	**7,700**	**7,680**	**5,770**	**0.3**	**33.4**
Coal	1,110	1,120	1,070	-0.9	3.7
Crude Petroleum and Natural Gas	6,220	6,160	4,300	1.0	44.7
Other Mining	370	400	400	-7.5	-7.5
CONSTRUCTION	**15,800**	**16,900**	**20,450**	**-6.5**	**-22.7**
Building Construction	4,180	4,330	6,430	-3.5	-35.0
Street, Highway and Heavy Construction	4,210	4,900	5,430	-14.1	-22.5
Special Trade Construction	7,410	7,670	8,590	-3.4	-13.7
MANUFACTURING	**15,700**	**15,750**	**16,360**	**-0.3**	**-4.0**
Durable Goods	7,160	7,240	8,150	-1.1	-12.1
Stone, Clay and Glass	1,160	1,270	1,160	-8.7	.0
Primary and Fabricated Metals	740	750	840	-1.3	-11.9
Machinery and Transportation Equipment	4,480	4,440	5,180	0.9	-13.5
Other Durable Goods	780	780	970	.0	-19.6
Nondurable Goods	8,540	8,510	8,210	0.4	4.0
Food and Kindred Products	4,780	4,800	4,470	-0.4	6.9
Dairy Products	950	940	860	1.1	10.5
Food Specialties, Sugar and Confectionery Products	1,960	1,970	1,930	-0.5	1.6
Bakery Products	480	470	490	2.1	-2.0
Other Food and Kindred Products	1,390	1,420	1,190	-2.1	16.8
Printing and Publishing	2,180	2,200	2,190	-0.9	-0.5
Other Nondurable Goods	1,580	1,510	1,550	4.6	1.9
TRANSPORTATION, COMMUNICATIONS, AND PUBLIC UTILITIES	**17,260**	**17,230**	**16,560**	**0.2**	**4.2**
Transportation	9,540	9,490	9,030	0.5	5.6
Railroads	3,390	3,500	3,470	-3.1	-2.3
Trucking and Warehousing	4,760	4,640	4,190	2.6	13.6
Other Transportation	1,390	1,350	1,370	3.0	1.5
Communications	3,850	3,860	3,880	-0.3	-0.8
Public Utilities	3,870	3,880	3,650	-0.3	6.0
WHOLESALE TRADE	**22,510**	**22,530**	**21,870**	**-0.1**	**2.9**
Durable Goods	11,540	11,590	11,210	-0.4	2.9
Nondurable Goods	10,970	10,940	10,660	0.3	2.9
RETAIL TRADE	**48,130**	**47,930**	**47,320**	**0.4**	**1.7**
General Merchandise	6,230	6,100	6,400	2.1	-2.7
Food Stores	6,680	6,620	6,390	0.9	4.5
Automotive Dealers and Service Stations	7,130	7,060	7,170	1.0	-0.6
Apparel and Accessory Stores	2,960	2,830	3,020	4.6	-2.0
Other Retail	25,130	25,320	24,340	-0.8	3.2
FINANCE, INSURANCE, AND REAL ESTATE	**11,440**	**11,440**	**11,120**	**.0**	**2.9**
Finance	6,230	6,210	5,990	0.3	4.0
Banking	4,190	4,160	4,080	0.7	2.7
Other Finance	2,040	2,050	1,910	-0.5	6.8
Insurance	3,490	3,500	3,350	-0.3	4.2
Real Estate	1,720	1,730	1,780	-0.6	-3.4
SERVICES	**50,590**	**50,790**	**48,350**	**-0.4**	**4.6**
Lodging	4,640	4,690	4,460	-1.1	4.0
Nursing and Personal Care	5,740	5,720	5,450	0.3	5.3
Hospitals	11,660	11,590	10,970	0.6	6.3
Other Medical	4,570	4,590	4,400	-0.4	3.9
Other Services	23,980	24,200	23,070	-0.9	3.9
GOVERNMENT	**62,240**	**62,000**	**61,510**	**0.4**	**1.2**
Federal Government	9,800	9,750	9,590	0.5	2.2
State Government	17,290	17,290	16,990	.0	1.8
Educational Services	11,320	11,220	10,950	0.9	3.4
Other State Government	5,970	6,070	6,040	-1.6	-1.2
Local Government	35,150	34,960	34,930	0.5	0.6
Educational Services	17,240	17,000	17,100	1.4	0.8
Other Local Government	17,910	17,960	17,830	-0.3	0.4

PRODUCER PRICE INDEX
UNITED STATES AVERAGE

(1967=100)	Annual Average 1979	Nov. 1980	Oct. 1980	Nov. 1979	Percentage Change from Oct. 1980	Percentage Change from Nov. 1979
All Commodities	235.5	278.4	277.0	247.2	0.5	12.6
Farm Products and Processed Foods and Feeds	229.8	260.1	258.8	232.3	0.5	12.0
Industrial Commodities	236.4	282.7	281.2	250.6	0.5	12.8

GLOSSARY OF TERMS

Civilian Labor Force—number of persons 16 years and older defined as employed or unemployed, excluding members of the Armed Forces.

Consumer Price Index (CPI)—a measure of the average change in prices over a period of time in a fixed market basket of goods and services. Changes are usually expressed in percentages. The following example illustrates the method used to calculate the percentage change using 211.5 as the "current index" and 209.1 as the "previous index":

Current index	211.5
Less previous index	209.1
Equals	2.4
Divide by the previous index	209.1
Equals	.011
Results multiplied by one hundred	.011x100
Equals percentage change	1.1

Covered Employment—employment that falls under coverage of the North Dakota Unemployment Compensation Law. At the present time only agriculture, the self-employed, students working for educational institutions, religious organizations, fully commissioned salesmen, and elected and appointed officials have significant numbers of non-covered workers.

Employed—those persons working for pay or profit during a week, or unpaid family workers working 15 hours or more during a week. Also included are those who, although not working, had some job attachment and were **not** looking for work. This involves persons temporarily absent from a job due to illness, bad weather, vacation or labor-management dispute, whether or not they were in a pay status during their time off.

Insured Unemployment—a count of persons who have filed claims for state job insurance benefits. An accurate comparison of data for the insured unemployed cannot be made if one period of time is prior to July 1, 1979, and the second period is after that date. This is due to the change in eligibility requirements mandated by the state legislature effective July 1, 1979.

Nonfarm Wage and Salary Employment-Establishment Data—refers to the number of jobs held rather than the number of people employed.

"p"—preliminary estimates subject to revision.

Producer Price Index (PPI)—measures average changes in prices received in primary markets of the United States by commodity producers in all stages of processing. These changes are usually expressed in percentages. The method of calculation is the same as used for the Consumer Price Index (See item 2).

Seasonally Adjusted Labor Force Series—to assist in evaluating the labor force, recurrent yearly employment and unemployment movements have been isolated and removed by the Bureau of Labor Statistics though a seasonal factor method.

Standard Metropolitan Statistical Area (SMSA)—(a) an area designated by the Office of Management and Budget with a central city of at least 50,000 inhabitants; or (b) a central city of at least 25,000 inhabitants but with a minimum of at least 50,000 when combined with adjacent populated areas, provided the county or counties in which the city and adjacent areas are located have a population of at least 75,000.

Unemployment—the number of persons who for an entire week did not work at all, were able to work and available for work, and (1) were looking for work or (2) would have looked for work except that (a) they were waiting to return to a job from which they had been laid off; or (b) they were waiting to report to a new wage and salary job scheduled to start within the following 30 days (and were not in school during the week).

Unemployment Rate—the number of unemployed expressed as a percent of the civilian labor force.

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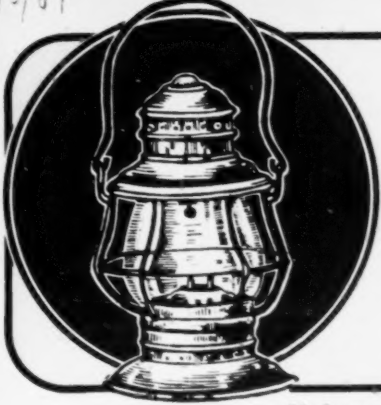

Prairie Employer Review

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February, 1981

Pricing the Value of Clean Air in Today's Economy

How much is a breath of clean air worth? Once taken for granted as one of the few freebies remaining, pollution controls are turning it into an expensive habit.

Cleaning up the nation's environment will take $645.3 billion between 1977 and 1986, according to the Federal Council of Environmental Quality. About $248 billion is for air pollution, and 87 percent of this has been mandated because of national legislation passed since 1967.

If public concern created the laws, private industries, government agencies, and ultimately consumers, will also carry the cost. The American Lung Association's publication "Can We Afford to Clean Up Our Air?" studies the impact to international, national, state and local economies.

On the international side, pollution controls on American industries will probably hurt foreign trade only slightly. Because strict standards can raise the cost and therefore the price of U.S. goods, imports may increase by 3.3 percent and exports decrease by 0.8 percent.

Combating pollution has recently added about 0.1 percent to 0.5 percent a year to the nation's inflation rate. Between 1977 and 1986, it is expected to hike inflation by 3.6 percent and reduce economic growth by 0.9 percent.

Experts have pointed out, however, that cleaning up the air has not seriously reduced the amount of capital necessary for growth. As a whole, industries only invested an average of 3.3 percent of their capital on air pollution control between 1971 and 1977.

Air and water quality standards continue to have a twofold effect on employment — contributing to the closing of at least 128 plants between 1971 and 1978 and affecting 27,700 workers. Yet 18,000 jobs were created in government alone, and thousands of others sprang up in private businesses.

The Bureau of Economic Analysis in the Department of Commerce reports 75 percent of the plants that closed their doors between 1974 and 1976 blamed it on air pollution requirements. Still, statistics indicate more jobs created than eliminated during this time.

A catch appears when considering that pollution control agencies hire mostly white collar workers, while many losing jobs are blue collar workers. Offsetting this is the fact

(Continued on page 2)

The Art of Job Interviewing

With thousands of publications out on the subject, employers still have no hard and fast rules on the art of conducting good job interviews. Realistically, hiring a new worker remains in large part a subjective experience — based as much on personal judgment as on the assumed objectivity of job descriptions, application forms and work tests.

According to Doug Cunningham, personnel director for Job Service North Dakota, face-to-face interviews are nevertheless an effective tool for evaluating candidates. To help supervisors and managers conduct initial and promotional interviews, Cunningham has recommended certain guidelines.

"Rely only on important job elements," Cunningham suggested, "and use a proper question sequence and prepared rating forms."

Since there is no exact science to fall back on, the most useful method Cun-

(Continued on page 4)

Gleanings

Tom Haan

Every two years we survey employment in North Dakota's 12 largest communities. Seven of the surveys were completed in 1980, and the other five are scheduled for later this year. Our local Job Service offices conduct these surveys in cooperation with their local Chamber of Commerce. Most offices survey during the month of September. Exceptions were Mandan in August, and Fargo in July.

I am just going to highlight the survey results. You can get the details from any local Job Service office or our Research and Statistics Section here in Bismarck.

Jamestown — 1980 wage and salary employment was 8,152. . .up 6.1 percent from '78. Services and government had the biggest increases. . .construction and manufacturing decreased. Female workers rose about 3 percent to 49.9 percent of the workforce. There were 649 firms in 1980 which is 23 less than '78.

Bismarck — 24,754 wage and salary employees were working last September. . .3.6 percent more than '78. Services industry had the largest gain. . .manufacturing dropped 24 percent for the largest decrease. Female workers up about 2.5 percent to 48.7 percent. 1,399 total firms were counted which is 110 less than '78. . .65 of these were in construction.

Dickinson — 9,586 employees working last September which is an increase of 39.8 percent over '78. Oil boom is the obvious stimulant. . . mining's up a whopping 207 percent . . .construction; wholesale trade; and transportation, communications, and public utilities all up 50 percent or more. The only decrease was manufacturing. Females lost ground dropping from 44.9 percent to 43.3 percent of the workforce. There were 785 employing firms which is 211 more than '78.

Grand Forks — wage and salary employment last September was 22,933. . .2.2 percent less than two years ago. The sluggish economy and high interest rates caused severe decreases in manufacturing and construction. . .services had the largest increase. Females held their own at 48.3 percent. . .the number of employing firms rose 70 to 1,252.

Wahpeton — Wage and salary employment dropped 2.8 percent to 4,270. Once again manufacturing and construction had large decreases reflecting economic conditions. These decreases were somewhat offset by substantial increases in wholesale trade and transportation, communications, and public utilities. Females rose about 2.5 percent to 43.8 percent . . .employing firms dropped 23 to 257.

Mandan — did their survey in August. . .employment up 6.5 percent to 5,562 wage and salary workers . . .construction, wholesale trade, and services led the increases. . .manufacturing had the largest decrease. 35.5 percent of the workforce was female . . .up 0.5 percent from '78. Total firms rose 34 to 561.

Fargo — 42,346 wage and salary employees working there. . .up 0.9 percent from '78. . .they did their survey in July. Service and government showed the largest increase . . .construction, manufacturing, and retail trade the largest decreases. Proportion of female employees rose from 42.8 percent to 45.2 percent. . .total firms rose 83 to 2,661.

PRAIRIE EMPLOYER REVIEW

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JOB SERVICE North Dakota

(CLEAN AIR from page 1)

that many of these blue collar workers are again taken up in industries producing pollution control equipment.

In general terms, pollution control legislation does not present a dramatic employment problem. It is when a specific community exists because of a single industry, and the business closes, that the results are particularly devastating.

New industries often must be created in the community while the workers seek unemployment insurance, welfare, food stamps, federal and state training programs, and further education. In the meantime, many individuals suffer social, medical and mental hardships. Some communities never recover.

No doubt the renewed scramble for domestic energy resources has been one of the greatest influences on the cost of pollution controls today. For North Dakotans traditionally proud of their clear blue skies, the issue involves radical changes in the state's quality of life standards as well as new economic status.

First setting up air pollution control in 1969, North Dakota has adopted laws equal to or more stringent than federal standards for six air pollutants, and added requirements for six others.

Fortunately, only one corrosive atmosphere problem has been recorded, according to a Department of the Interior impact statement. Occurring in the northwestern part of the state during the 1960s, farm machinery and metal buildings were damaged when sulphur and nitrogen oxides formed acid rain. Since the incident occurred before air pollution laws, the industries involved voluntarily corrected the problems.

Most of the concern and expense for clean air has centered in the mining industries. Of the $646.5 million in projected costs for the Antelope Valley electrical plant, $153.5 million will be spent on pollution control. A western natural gas processing plant is proposing to increase their plant capacity from 15 million cubic feet a day to 45 million cubic feet a day. To accomplish this task, about $5 million must be spent to remove sulphur from the gas. By shipping recovered sulphur to Florida for sale, this plant has been able to recover at least their transportation costs in the past.

In the end, the cost of safeguarding air and water is paid by citizens. It's been estimated that the cost of air pollution requirements amounted to $35 to $40 per person in 1973, and climbed

(Continued on page 3)

Self-Employed Americans Show Healthy Growth Despite Some Hard Times

The appeal of owning your own business has apparently intensified in recent years, while the traits distinguishing self-employed from other jobholders in the labor force are apparently changing.

Self-employed Americans rose by more than 1.1 million between 1972 and 1979, reversing a trend of decreases for the first time since World War II, according to T. Scott Fain in the November issue of Monthly Labor Review. The economist found the distinctions between self-employed and wage and salary workers diminished during this period; with the self-employed having shorter workweeks, tending to be younger, and represented by more women than in the past, but still earning less than other workers.

Self-employed in agriculture didn't follow the upward trend, dropping by 210,000 during the same period. When nonagricultural self-employment is looked at separately, the increase is 1.3 million strong. Three other groups not officially counted by the Census Bureau in the self-employed category include owners of incorporated businesses, workers who are self-employed at a second job, and unpaid family workers. The first two grew in significant numbers, but the third continued an overall downturn.

The recession temporarily interrupted the overall growth in numbers of self-employed during 1974-75. But an optimistic surge occurred in the post-recession years of 1976-79, when self-employed workers increased by 12.4 percent compared to the 10.8 percent of wage and salary employees. Self-employed workers also appeared to be reacting like other jobholders rather than continuing their past counter-cyclical employment trends.

Differences in demographic features such as age, sex and race were also less striking between the two worker categories in recent years. The median age has typically been higher for the self-employed because young workers are less likely to have the capital and managerial skills to start a business; and many older workers retired from wage and salary jobs venture into their own businesses.

Now the average age has dropped. Self-employed 16 to 44 years of age rose by 10 percent, while those over age 45 decreased by that figure. The change is partly the result of a younger labor force represented by the baby-boom generation, and possibly because younger workers may be more ambitious about working for themselves than were prior generations.

The self-employed have always been heavily represented by men, reflected by a 75 percent figure in 1979 compared with the 60 percent proportion of wage and salary men. Figures now indicate, however, that self-employed women grew by 43 percent or five times faster than male self-employment, and significantly faster than the 31 percent rise in wage and salary women.

The number of non-whites in self-employment, on the other hand, rose by only 14 percent. They continue to be underrepresented among the self-employed and are most likely to be in the lower paying service and blue collar occupations.

Industry trends show the traditional concentration of nonfarm self-employed in the service-producing sectors being upstaged by the goods-producing sectors. Mining, construction and manufacturing, which usually require large amounts of capital, had a greater percentage increase of self-employed between 1972 and 1979.

The construction industry led in growth, as self-employed accounted for at least one-third of this industry's total employment gain. The service-producing industry's growth rate was less than half of goods-producers because of the slower growth in the number of retailers.

Earnings and workweek characteristics also provide notewothy comparisons. The average 46.8 hours per week worked by the self-employed in 1965 dropped significantly to 41.9 hours by 1979. For other nonagricultural job holders, the workweek decreased only 1.1 hours to 38.4.

If differences have been narrowing for work hours, the self-employed continue to lose ground in earnings compared to the other group. Between 1972 and 1978, the average annual earnings of self-employed men and private salary workers rose 50 percent to $10,240 and $12,016, respectively. Earnings for self-employed women, however, grew at less than half the rate of other women workers.

The impact of the recession is especially obvious in the earnings gap that grew during 1974-75. While self-employed workers are less likely to show up in the ranks of the unemployed, their earnings are more closely tied to their business success. Consequently, they are more likely to keep working during recessionary times even if it means less income.

It is interesting to note that the country's self-employed have shifted towards a more common ground with other jobholders, while sustaining a healthy growth. In view of the economic problems experienced by large and small business owners in the last few years, the strength of this employment trend in our labor force is an encouraging sign for the 1980s.

(CLEAN AIR from page 2)

to $215 per person in 1978. Is it worth it?

In a nationwide survey conducted by the National Opinion Research Center in 1980, participants were asked if the U.S. was spending too much money, not enough, or about the right amount on air pollution control. About 48 percent said the country was spending too little, and 31 percent said we were spending the correct amount — inferring that at least 79 percent felt we should continue spending at least as much as we are now. For the present time, most people seem to be willing to pay the rising cost of breathing clean air.

(INTERVIEWING from page 1)

ningham has found is a prepared list of characteristics or traits to identify the best individual for the job in mind. Also, to ensure that the interview process is both effective and fair, each candidate should be asked same or very similar questions in a consistent order.

"Rating forms that provide for written comments as well as scores are a great help in making a final selection among candidates," said Cunningham. "It allows you to refresh your recollections and provide a sound basis for rational selection, and can prove invaluable if your decision is questioned later."

Using more than one interviewer, such as an oral board, was strongly advocated when interviewing for upper level positions. While board members should get together beforehand to discuss the questions and nature of the job, Cunningham felt separate evaluation forms should be completed by each interviewer on each applicant.

Just as important to keep in mind are some of the pitfalls in subjective interviewing. Cunningham had the following recommendations on what not to do:

Don't make immediate, overall judgments about an applicant, which has a dangerous tendency to be reflected in each of the specifics. Commonly called the "halo effect," the result is that the applicant gets about the same rating score on every aspect of the test or evaluation.

For example, on a rating scale of 1 to 5 the halo effect may be suspected if a candidate got all 4s or 5s. Interviewers can avoid such problems by paying close attention to everything the applicant says, and making careful, independent ratings of the applicant response for each aspect, one aspect at a time.

Don't make quick evaluations and decisions about the applicant, which interviewers often do within the first two to three minutes of the interview. Such evaluations defeat the interview's purpose of drawing out information from the applicant.

Don't accentuate the negative. If negative rather than positive information dominates an interviewer's evaluation, they are likely to make snap decisions or only pay attention to a small portion of what the applicant said — also defeating the purpose of the interview.

Don't make irrelevant comparisons. How an interviewer rates an applicant tends to be influenced by what he or she thought of previous applicants. For example, a job applicant might receive relatively lower evaluations if preceded by a number of "high quality" applicants then if preceded by a number of "low quality" applicants. Keep in mind that each individual is being evaluated against the job elements rather than against other applicants.

If a numerical rating system is used, scores should not be totaled until all the interviews have been carried out. Otherwise, the interviewer's thinking may be influenced after the first interview or two.

Despite the problems and potential ill-effects of subjective interviewing tools, Cunningham insists there are definite advantages. "Often, you find out how quickly applicants can think on their feet by having them express feelings about themselves, how they view the job, and their ideas about future career plans and goals. Facts on paper don't adequately tell you that, and good communication skills are becoming extremely important in a growing number of fields," explained Cunningham.

"Probably the one key fact to store away on the subject is this: Don't assume 'you just know' a person is right for the job. Always keep specific work-related needs and characteristics in mind," stated Cunningham.

U.S. CONSUMER PRICE INDEX
ALL URBAN CONSUMERS

(1967=100)	Annual Average 1979	Dec. 1980	Nov. 1980	Dec. 1979	Percent Change from Nov. 1980	Percent Change from Dec. 1979	Percent Change Projected on Annual Basis
All Items	217.4	258.4	256.2	229.9	0.9	12.4	11.4
Food & Beverage	228.5	259.3	257.4	235.5	0.7	10.1	8.7
Housing	227.6	276.9	273.8	243.6	1.1	13.7	14.0
Apparel and Upkeep	166.6	183.9	184.8	172.2	−0.5	6.8	−6.2
Transportation	212.0	261.1	259.0	227.7	0.8	14.7	10.0
Medical Care	239.7	275.8	274.5	250.7	0.5	10.0	6.2
Entertainment	188.5	212.0	211.2	193.4	0.4	9.6	4.9

CIVILIAN LABOR FORCE

				Percent Change from	
	Dec. 1980	Nov. 1980	Dec. 1979	Nov. 1980	Dec. 1979
UNITED STATES (In Thousands)					
Labor Force	105,067	105,320	103,999	-0.2	1.0
Employment	97,282	97,396	97,912	-0.1	-0.6
Unemployment	7,785	7,924	6,087	-1.8	27.9
Unemployment Rate	7.4	7.5	5.9		
NORTH DAKOTA					
Labor Force	310,520	315,650	308,150	-1.6	0.8
Employment	293,810	301,640	294,730	-2.6	-0.3
Unemployment	16,710	14,010	13,420	19.3	24.5
Unemployment Rate	5.4	4.4	4.4		
FARGO-MOORHEAD SMSA					
Labor Force	72,790	73,130	72,830	-0.5	-0.1
Employment	68,950	70,010	69,930	-1.5	-1.4
Unemployment	3,840	3,120	2,900	23.1	32.4
Unemployment Rate	5.3	4.3	4.0		
GRAND FORKS SMSA					
Labor Force	42,990	43,450	43,050	-1.1	-0.1
Employment	40,790	41,420	41,090	-1.5	-0.7
Unemployment	2,200	2,030	1,960	8.4	12.2
Unemployment Rate	5.1	4.7	4.6		

U.S. data seasonally adjusted; other data not seasonally adjusted.

NONFARM WAGE AND SALARY EMPLOYMENT

				Percent Change from	
FARGO-MOORHEAD SMSA WAGE AND SALARY EMPLOYMENT	Dec. 1980	Nov. 1980	Dec. 1979	Nov. 1980	Dec. 1979
TOTAL	**63,230**	**63,800**	**64,050**	**-0.9**	**-1.3**
Construction and Mining	3,310	3,980	3,880	-16.8	-14.7
Manufacturing	4,800	4,910	5,380	-2.2	-10.8
Durable Goods	2,070	2,180	2,830	-5.0	-26.9
Nondurable Goods	2,730	2,730	2,550	-0-	7.1
Food and Kindred Products	1,990	1,990	1,810	-0-	9.9
Other Nondurable Goods	740	740	740	-0-	-0-
Transportation, Comm. and Public Utilities	3,980	4,030	4,290	-1.2	-7.2
Wholesale Trade	6,190	6,170	6,360	0.3	-2.7
Retail Trade	13,300	13,140	13,380	1.2	-0.6
Finance, Insurance, and Real Estate	3,810	3,740	3,820	1.9	-0.3
Services	14,340	14,250	13,790	0.6	4.0
Government	13,500	13,580	13,150	-0.6	2.7
Federal	2,150	2,140	2,090	0.5	2.9
State and Local	11,350	11,440	11,060	-0.8	2.6
GRAND FORKS SMSA WAGE AND SALARY EMPLOYMENT					
TOTAL	**38,240**	**38,340**	**38,450**	**-0.3**	**-0.5**
Construction and Mining	1,660	1,970	1,890	-15.7	-12.2
Manufacturing	2,690	2,730	2,740	-1.5	-1.8
Transportation, Comm. and Public Utilities	2,900	2,930	2,840	-1.0	2.1
Wholesale Trade	2,160	2,140	2,230	0.9	-3.1
Retail Trade	8,560	8,410	9,000	1.8	-4.9
Finance, Insurance, and Real Estate	1,580	1,580	1,510	-0-	4.6
Services	7,430	7,440	7,240	-0.1	2.6
Government	11,260	11,140	11,000	1.1	2.4

MANUFACTURING HOURS AND EARNINGS

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	Dec. 1980	Nov. 1980	Dec. 1979	Dec. 1980	Nov. 1980	Dec. 1979	Dec. 1980	Nov. 1980	Dec. 1979
United States									
Total Manufacturing	315.70	305.12	285.07	41.0	40.2	40.9	7.70	7.59	6.97
Durable	344.44	330.89	308.26	41.7	40.7	41.6	8.26	8.13	7.41
Nondurable	273.32	266.85	249.77	39.9	39.3	39.9	6.85	6.79	6.26
Food & Kindred	289.07	284.62	264.37	40.6	40.2	40.3	7.12	7.08	6.56
Printing & Publishing	300.63	290.90	273.18	38.2	37.2	38.1	7.87	7.82	7.17
North Dakota									
Total Manufacturing	255.91	258.78	236.23	37.8	38.0	38.6	6.77	6.81	6.12
Durable	264.50	267.33	242.03	38.5	38.8	39.1	6.87	6.89	6.19
Nondurable	249.91	250.73	229.52	37.3	37.2	38.0	6.70	6.74	6.04
Food & Kindred	262.96	263.04	250.13	38.9	38.4	38.6	6.76	6.85	6.48
Printing & Publishing	214.45	211.18	208.73	33.3	33.1	36.3	6.44	6.38	5.75
Fargo-Moorhead SMSA									
Total Manufacturing	271.93	274.90	251.08	36.5	36.8	37.7	7.45	7.47	6.66
Durable	289.45	295.62	255.32	37.3	37.9	39.1	7.76	7.80	6.53
Nondurable	258.12	256.69	246.27	35.8	35.8	35.9	7.21	7.17	6.86

ESTIMATED LABOR TURNOVER

(per hundred employees)

Accession Rates

	Total			New Hires			Recalls		
	Dec. 1980	Nov. 1980	Dec. 1979	Dec. 1980	Nov. 1980	Dec. 1979	Dec. 1980	Nov. 1980	Dec. 1979
North Dakota									
Mining	4.[illegible]	1.8	0.9	3.6	1.7	0.9	0.3	0.0	0.0
Manufacturing	4.4	2.8	2.9	1.6	2.1	2.3	2.5	0.7	0.3
Fargo-Moorhead SMSA									
Manufacturing	2.6	3.3	2.1	1.2	1.8	1.6	1.0	1.1	0.2

Separation Rates

	Total			Quits			Layoffs		
	Dec. 1980	Nov. 1980	Dec. 1979	Dec. 1980	Nov. 1980	Dec. 1979	Dec. 1980	Nov. 1980	Dec. 1979
North Dakota									
Mining	2.0	1.7	2.3	1.3	0.5	2.0	0.0	0.0	0.0
Manufacturing	7.2	8.0	7.5	1.5	2.1	2.2	5.2	5.0	4.8
Fargo-Moorhead SMSA									
Manufacturing	13.6	8.2	8.9	0.9	0.9	1.8	12.0	6.2	6.7

NORTH DAKOTA
NONFARM WAGE AND SALARY EMPLOYMENT

	Dec. 1980	Nov. 1980	Dec. 1979	Percent Change from Nov. 1980	Percent Change from Dec. 1979
TOTAL	**247,580**	**249,740**	**248,120**	**−0.9**	**−0.2**
MINING	**9,030**	**8,990**	**6,570**	**0.4**	**37.4**
Coal	1,200	1,200	1,090	-0-	10.1
Crude Petroleum and Natural Gas	7,610	7,470	5,220	1.9	45.8
Other Mining	220	320	260	−31.2	−15.4
CONSTRUCTION	**14,070**	**16,710**	**17,470**	**−15.8**	**−19.5**
Building Construction	3,900	4,290	5,470	−9.1	−28.7
Street, Highway and Heavy Construction	2,910	4,640	3,610	−37.3	−19.4
Special Trade Construction	7,260	7,780	8,390	−6.7	−13.5
MANUFACTURING	**15,030**	**15,310**	**16,900**	**−1.8**	**−11.1**
Durable Goods	6,870	7,160	8,850	−4.1	−22.4
Stone, Clay and Glass	700	960	970	−27.1	−27.8
Primary and Fabricated Metals	670	680	820	−1.5	−18.3
Machinery and Transportation Equipment	4,630	4,640	6,010	−0.2	−23.0
Other Durable Goods	870	880	1,050	−1.1	−17.1
Nondurable Goods	8,160	8,150	8,050	0.1	1.4
Food and Kindred Products	4,350	4,350	4,230	-0-	2.8
Dairy Products	890	910	830	−2.2	7.2
Food Specialties, Sugar and Confectionery Products	1,720	1,720	1,710	-0-	0.6
Bakery Products	430	420	500	2.4	−14.0
Other Food and Kindred Products	1,310	1,300	1,190	0.8	10.1
Printing and Publishing	2,180	2,160	2,180	0.9	-0-
Other Nondurable Goods	1,630	1,640	1,640	−0.6	−0.6
TRANSPORTATION, COMMUNICATIONS, AND PUBLIC UTILITIES	**17,200**	**17,420**	**16,670**	**−1.3**	**3.2**
Transportation	9,420	9,610	9,050	−2.0	4.1
Railroads	3,250	3,450	3,260	−5.8	−0.3
Trucking and Warehousing	4,710	4,720	4,360	−0.2	8.0
Other Transportation	1,460	1,440	1,430	1.4	2.1
Communications	3,870	3,890	3,910	−0.5	−1.0
Public Utilities	3,910	3,920	3,710	−0.3	5.4
WHOLESALE TRADE	**20,320**	**20,260**	**21,160**	**0.3**	**−4.0**
Durable Goods	10,450	10,400	11,140	0.5	−6.2
Nondurable Goods	9,870	9,860	10,020	0.1	−1.5
RETAIL TRADE	**48,520**	**47,860**	**48,490**	**1.4**	**0.1**
General Merchandise	6,840	6,720	6,850	1.8	−0.1
Food Stores	6,570	6,450	6,470	1.9	1.5
Automotive Dealers and Service Stations	6,620	6,550	7,230	1.1	−8.4
Apparel and Accessory Stores	3,240	3,080	3,120	5.2	3.8
Other Retail	25,250	25,060	24,820	0.8	1.7
FINANCE, INSURANCE, AND REAL ESTATE	**11,580**	**11,440**	**11,330**	**1.2**	**2.2**
Finance	6,230	6,160	6,080	1.1	2.5
Banking	4,250	4,200	4,170	1.2	1.9
Other Finance	1,980	1,960	1,910	1.0	3.7
Insurance	3,480	3,420	3,410	1.8	2.1
Real Estate	1,870	1,860	1,840	0.5	1.6
SERVICES	**49,920**	**49,670**	**48,450**	**0.5**	**3.0**
Lodging	4,470	4,520	4,230	−1.1	5.7
Nursing and Personal Care	5,390	5,380	5,190	0.2	3.9
Hospitals	11,830	11,740	11,140	0.8	6.2
Other Medical	4,800	4,760	4,510	0.8	6.4
Other Services	23,430	23,270	23,380	0.7	0.2
GOVERNMENT	**61,910**	**62,080**	**61,080**	**−0.3**	**1.4**
Federal Government	9,630	9,680	9,460	−0.5	1.8
State Government	17,280	17,290	16,990	−0.1	1.7
Educational Services	11,330	11,320	11,010	0.1	2.9
Other State Government	5,950	5,970	5,980	−0.3	−0.5
Local Government	35,000	35,110	34,630	−0.3	1.1
Educational Services	17,430	17,360	17,310	0.4	0.7
Other Local Government	17,570	17,750	17,320	−1.0	−1.4

PRODUCER PRICE INDEX
UNITED STATES AVERAGE

(1967 = 100)	Annual Average 1979	Dec. 1980	Nov. 1980	Dec. 1979	Percentage Change from Nov. 1980	Percentage Change from Dec. 1979
All Commodities	235.5	280.3	278.4	249.7	0.7	12.3
Farm Products and Processed Foods and Feeds	229.8	256.5	260.1	234.6	−1.4	9.3
Industrial Commodities	236.4	286.1	282.7	253.1	1.2	13.0

GLOSSARY OF TERMS

Civilian Labor Force—number of persons 16 years and older defined as employed or unemployed, excluding members of the Armed Forces.

Consumer Price Index (CPI)—a measure of the average change in prices over a period of time in a fixed market basket of goods and services. Changes are usually expressed in percentages. The following example illustrates the method used to calculate the percentage change using 211.5 as the "current index" and 209.1 as the "previous index":

Current index	211.5
Less previous index	209.1
Equals	2.4
Divide by the previous index	209.1
Equals	.011
Results multiplied by one hundred	.011x100
Equals percentage change	1.1

Covered Employment—employment that falls under coverage of the North Dakota Unemployment Compensation Law. At the present time only agriculture, the self-employed, students working for educational institutions, religious organizations, fully commissioned salesmen, and elected and appointed officials have significant numbers of non-covered workers.

Employed—those persons working for pay or profit during a week, or unpaid family workers working 15 hours or more during a week. Also included are those who, although not working, had some job attachment and were **not** looking for work. This involves persons temporarily absent from a job due to illness, bad weather, vacation or labor-management dispute, whether or not they were in a pay status during their time off.

Insured Unemployment—a count of persons who have filed claims for state job insurance benefits. An accurate comparison of data for the insured unemployed cannot be made if one period of time is prior to July 1, 1979, and the second period is after that date. This is due to the change in eligibility requirements mandated by the state legislature effective July 1, 1979.

Nonfarm Wage and Salary Employment-Establishment Data—refers to the number of jobs held rather than the number of people employed.

"p"—preliminary estimates subject to revision.

Producer Price Index (PPI)—measures average changes in prices received in primary markets of the United States by commodity producers in all stages of processing. These changes are usually expressed in percentages. The method of calculation is the same as used for the Consumer Price Index (See item 2).

Seasonally Adjusted Labor Force Series—to assist in evaluating the labor force, recurrent yearly employment and unemployment movements have been isolated and removed by the Bureau of Labor Statistics though a seasonal factor method.

Standard Metropolitan Statistical Area (SMSA)—(a) an area designated by the Office of Management and Budget with a central city of at least 50,000 inhabitants; or (b) a central city of at least 25,000 inhabitants but with a minimum of at least 50,000 when combined with adjacent populated areas, provided the county or counties in which the city and adjacent areas are located have a population of at least 75,000.

Unemployment—the number of persons who for an entire week did not work at all, were able to work and available for work, and (1) were looking for work or (2) would have looked for work except that (a) they were waiting to return to a job from which they had been laid off; or (b) they were waiting to report to a new wage and salary job scheduled to start within the following 30 days (and were not in school during the week).

Unemployment Rate—the number of unemployed expressed as a percent of the civilian labor force.

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Prairie Employer Review

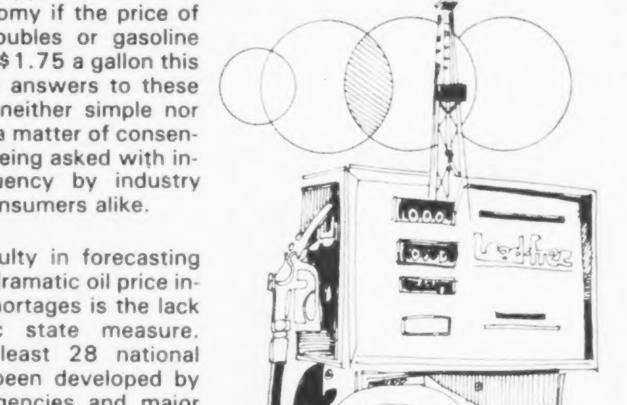
Volume 3, Number 3 **March, 1981**

Forecasting the Economic Climate:
A Study of Oil Prices and Shortages

What will happen to North Dakota's economy if the price of natural gas doubles or gasoline prices jump to $1.75 a gallon this fall? While the answers to these questions are neither simple nor by any means a matter of consensus, they are being asked with increasing frequency by industry leaders and consumers alike.

A major difficulty in forecasting the impact of dramatic oil price increases and shortages is the lack of a specific state measure. However, at least 28 national models have been developed by government agencies and major corporations throughout the country to study possible economic/employment effects. Using economic theory and complex mathematical equations, these models are based on different assumptions on how oil prices and energy supplies are interrelated with employment, profits, and family income.

Moreover, each forecast is influenced by assumptions on future rate increases in oil prices and how quickly competing energy prices will rise along with petroleum prices. Since the cost of producing a model unique to the state's economy is high, general principles common to all the national models can be used for study at the state, community, or company level.



One forecast indicates a shortage of two to six million barrels of oil per day could result in a 0.3 percent to 5.2 percent rise in the U.S. unemployment rate. This will depend on such factors as the management of our strategic oil reserve, and the presence or absence of price and allocation controls.

Another analysis has suggested that rapidly increasing oil prices during 1979 added 2.9 percent to the Consumer Price Index. The oil price shock that year was largely due to the stoppage of Iranian oil and resulted in a 100 percent increase in crude oil prices. Had this not occurred, the inflation rate would likely have been held at 8.4 percent rather than 11.3 percent.

Because oil prices have risen so dramatically, we are beginning to spend more to get less. A larger portion of household income is used to buy a smaller quantity of petroleum and other goods requiring large amounts of petroleum in their production, so the consumer has less money for purchasing other goods and services.

From 1973 to 1979, the Consumer Price Index rose from 16.1 percent to 26.3 percent for home utilities and fuel, and for private transportation. The subsequent decline in available money for other essential goods, services, and discretionary items, in turn

(Continued on page 4)

NEWSLITES

Whether you fly for business or pleasure, a useful consumer guide on air travel in the U.S. is "Fly-Rights." It's designed by the Civil Aeronautics Board to help you make the most of a buyer's market in air travel, including facts on air fare and airline safety, and what to do about delayed and canceled flights or overbooking. For N.D., the free booklet and other help is available from the nearest CAB field office at Room 254, 2300 East Devon Avenue, Des Plaines, Illinois 60018, phone (312) 694-3686.

* * *

"Strategies for Health and Human Services in Rural Energy Impact Communities" is the theme of an April 3 workshop sponsored by the Western North Dakota Health Systems Agency. Set up at the Seven Seas Motor Inn in Mandan, the session explains some whys of energy impact stress, which agencies and areas of community life will feel it most, and alternative solutions that have worked elsewhere. A $5 fee is charged. If interested in attending, call workshop organizer Karla Spitzer at 663-0214 or toll-free 1-(800)-472-2997.

* * *

For women entrepreneurs who believe there is power in numbers, the National Association of Women Business Owners is a good resource. The group assists new and experienced employers through its 18 chapters. Get the free start-up kit — a basic guide for potential owners, or other info by sending a self-addressed envelope to Suite 410, 2000 P Street N.W., Washington, D.C. 20036, or call Administrative Director Leslie Smith at (202) 338-8966.

PRAIRIE EMPLOYER REVIEW

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JOB SERVICE North Dakota

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Interested in more information on metric conversion? The U.S. Metric Board, 1815 N. Lynn Street, Arlington, Virginia 22209, has a library full of details from private businesses and government offices, schools and individuals.

* * *

If you have trouble finding your way through the bureaucratic maze and don't know which government person or agency to talk to, contact the Office of Business Liaison. Besides a one-stop service for firms seeking info or guidance in dealings with the feds, the OBL investigates complaints, coordinates conferences, and monitors legislation. For details, write them at the U.S. Department of Commerce, Washington, D.C. 20230, or call (202) 377-3176.

Gleanings

Tom Haan

New business. . .what does it really mean to a community . . .especially a small community with limited ability to react and absorb the additional activity?

The U.S. Chamber of Commerce has put the impact in terms we can all understand. They estimate that adding 100 new workers to a community will have the following effects:

351 new people are added to the community creating 97 additional households. . .schools will have to accommodate 79 more students. . .97 more passenger cars will hit the streets. . .68 more workers in nonmanufacturing and one new retail establishment. Personal income increases by $1,036,000 the first year. . .new retail sales of $565,000. All this will generate $490,000 worth of new bank deposits.

Naturally these are approximations and there are lots of events that could influence any or all of these effects.

To put this in perspective for North Dakota, you should know that in 1976 there were 113 businesses in North Dakota compared to 219 in 1980.

We know farm debt is on the increase. . .here and nationwide . . .real question is: Can farms continue to borrow for next year's crop? One indication is the ratio of farmers' assets to debts. . .USDA keeps track of this. In 1977, North Dakota ranked 13th among all states with a ration of $7.04 in assets for every dollar of debt. At that time, there were only two states with a better ratio **and** more total farm assets.

By 1980, we dropped to 22nd nationally. . .only $5.83 in assets to a dollar of debt. . .five states had a better ratio and more total farm assets. Research people tell me this is a clear indication that debt retirement is capturing an increasing share of gross farm earnings . . .and, conversely, less is going to the purchase of consumer goods and services.

To Quote

An Interview with Keith Engbrecht, Director of the Employment Development Division

Q. Keith, your Job Service division administers CETA (Comprehensive Employment and Training Act) for North Dakota. A lot of attention has been given recently to President Reagan's funding cuts in this program. What do you think will be the result?

A. Reagan's budget proposal calls for eliminating all PSE – public service employment – under Titles II-D and VI of the Act. CETA isn't just one program, but a combination of programs with various employment and training activities. So this means only one portion of the entire program will be eliminated.

Bear in mind that this is only the beginning of the executive and legislative process. It doesn't necessarily mean PSE will totally disappear. Many individuals would disagree with any drastic measures, so there could be pressure to retain it in some form.

Q. How does this affect CETA in our state?

A. If there are no funds to support PSE next year, about 360 positions will be cut. This includes a variety of entry level, lower wage jobs ranging from construction to clerical work with nonprofit groups around the state, or in city, county and state agencies. Roughly 700 to 800 unemployed or underemployed people could have been placed in these positions.

Within Job Service, eliminating PSE will mean a reduction of 25 to 30 agency staff.

Q. What happens to people who lose their PSE jobs, and to organizations who lose their PSE workers?

A. Some of the unemployed will find jobs elsewhere; others will go on or return to welfare. A certain number will obtain job insurance benefits, and some will simply drop out of the labor market. Although quite a few positions were set up with the Department of Energy for a low-income weatherization program, no agencies have relied that heavily on PSE. As before, they must eventually find the resources to fund the jobs elsewhere or learn to do without them.

Q. When will this cut occur?

A. A freeze on all PSE became effective on March 2, and we have been advised to expect deferral or cancellation of funds later this month.

Q. What about possible reductions in other CETA programs?

A. At first it appeared that the summer job programs for youth would be reduced. Now it looks like they will be at essentially the same level as was proposed in Carter's budget. No significant cuts seem likely other than in PSE.

Q. Why is PSE being axed?

A. The primary reason is to balance the federal budget. However, PSE has also been a political football and the target of controversial charges of fraud and abuse.

Public service jobs were initially created to serve in two areas: Title II-D assists the structurally unemployed, such as minorities or the handicapped, who don't have jobs because of discrimination, lack of skills or other barriers to employment. Title VI, in theory, addressed counter-cyclical employment created because of a downturn in the economy. It is now felt by many that public service work is not the way to deal with these problems.

Q. What is changing the CETA system?

A. The answer lies in looking at the economy and our employment problems from a new perspective. The U.S. is experiencing both high inflation and high unemployment, while statistics show that work productivity is declining. We are still ahead in the race, but Japan and certain other industrial nations are displaying faster growth rates than we've ever seen in U.S. history. To stay competitive in the world market, we need to produce better and cheaper goods and services. Thus, productivity is of critical concern to us.

In the long run, I suspect true growth will come with the disappearance of obsolete businesses, and the rise of new, high-technology industries capable of competing in the world market, as well as meeting our own workers' changing needs for goods and services.

Q. So how does this relate to CETA?

A. New industries not only require capital, but skilled workers. Whether or not it is through CETA, we will need an employment and training system that responds to our changing industrial employment. The need for people with new technological skills is going to come more and more rapidly, so investing in human capital through training and retraining must be made by both the public and private sectors.

Q. Can't the private sector accomplish this on its own?

A. In the past it has, especially with entry-level jobs. But training costs are skyrocketing. Skill shortages already occurring indicate private businesses will need more help in upgrading the skills of their current staff as well

(Continued on page 4)

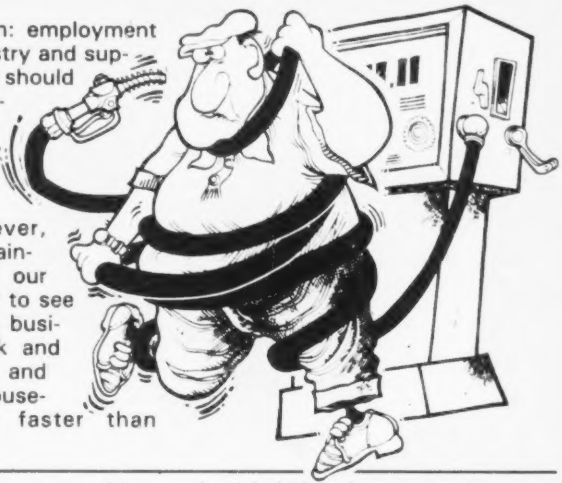
(OIL from page 1)

decreases the total demand for labor.

The employment impact of swelling petroleum prices is likely to be twofold in North Dakota. From 1976 to 1980, jobs in mining nearly tripled, and there are predictions of large scale searches for oil and gas eventaully extending eastward as far as Devils Lake and Jamestown. Over the long term, there is no doubt that an increasing proportion of jobs will stem either directly or indirectly from expanding coal use, with conversion of grains to alcohol also adding some jobs to our total labor force.

On the other hand, and especially over the short term, if consumer income doesn't increase faster than the price of petroleum, there is likely to be less demand for a variety of goods and services — and less demand for labor.

North Dakota can certainly be considered unique from the standpoint of its abundant energy resources and the fact that our basic export - food - is an essential consumer good. Applying one of the general principles in the national energy/employment models to North Dakota's situation leads to a rather obvious conclusion: employment in the mining industry and supporting businesses should develop fairly rapidly over the next few years.



Applying other principles, however, suggests that remaining segments of our economy are likely to see the cost of doing business, getting back and forth to the job, and maintaining a household, increasing faster than income.

(TO QUOTE from page 3)

as skill development for new workers.

Q. Could this new focus on industry needs create changes in North Dakota?

A. Because PSE was so massive for such a long time, people think that was all there was to CETA. In North Dakota, however, we recognized that severe skill shortages existed in certain areas and continued providing classroom and skill training, and a great deal of basic adult education that is essential for most entry level jobs. Eliminating PSE will simply sharpen that focus.

Q. How much input do employers have in targeting job training in the private sector?

A. I know what you are saying. We talk about public-private partnership. But is it a reality? Currently, it is being done to some extent through statewide advisory councils. But I soon see localized employers groups focusing CETA efforts on their own economic and employment needs, and designing specific strategy, using available human resources, to increase economic growth in their areas.

Making this work requires a new perspective not just on CETA, but on government's responsibility to the private sector. In the past, it was assumed that the economic system took care of itself — the government just used the resources (tax dollars) provided by the system. We now must recognize that it is also government's role to support that economic system. For those of us in employment and training programs, it means ensuring that skilled workers are available to meet industry needs.

U.S. CONSUMER PRICE INDEX ALL URBAN CONSUMERS

					Percent Change from		
(1967=100)	**Annual Average 1980**	**Jan. 1981**	**Dec. 1980**	**Jan. 1980**	**Dec. 1980**	**Jan. 1980**	**Percent Change Projected on Annual Basis**
All Items	246.8	260.5	258.4	233.2	0.8	11.7	10.0
Food & Beverage	248.0	261.4	259.3	237.5	0.8	10.1	10.0
Housing	263.3	279.1	276.9	247.3	0.8	12.9	10.0
Apparel and Upkeep	178.4	181.1	183.9	171.0	−1.5	5.9	−19.6
Transportation	249.7	264.7	261.1	233.5	1.4	13.4	18.2
Medical Care	265.9	279.5	275.8	253.9	1.3	10.1	16.8
Entertainment	205.3	214.4	212.0	195.3	1.1	9.8	14.0

CIVILIAN LABOR FORCE

	Jan. 1981	Dec. 1980	Jan. 1980	Percent Change from Dec. 1980	Percent Change from Jan. 1980
UNITED STATES **(In Thousands)**					
Labor Force	105,543	105,067	104,229	0.5	1.3
Employment	97,696	97,282	97,804	0.4	-0.1
Unemployment	7,847	7,785	6,425	0.8	22.1
Unemployment Rate	7.4	7.4	6.2		
NORTH DAKOTA					
Labor Force	305,840	311,080	301,800	-1.7	1.3
Employment	285,480	294,360	282,700	-3.0	1.0
Unemployment	20,360	16,720	19,100	21.8	6.6
Unemployment Rate	6.7	5.4	6.3		
FARGO-MOORHEAD SMSA					
Labor Force	71,760	72,870	70,860	-1.5	1.3
Employment	67,050	69,030	67,070	-2.9	-0-
Unemployment	4,710	3,840	3,790	22.7	24.3
Unemployment Rate	6.6	5.3	5.4		
GRAND FORKS SMSA					
Labor Force	41,830	43,180	42.120	-3.1	-0.7
Employment	38,970	40,970	39,550	-4.9	-1.5
Unemployment	2,860	2,210	2,570	29.4	11.3
Unemployment Rate	6.8	5.1	6.1		

U.S. data seasonally adjusted; other data not seasonally adjusted.

NONFARM WAGE AND SALARY EMPLOYMENT

	Jan. 1981	Dec. 1980	Jan. 1980	Percent Change from Dec. 1980	Percent Change from Jan. 1980
FARGO-MOORHEAD SMSA WAGE AND SALARY EMPLOYMENT					
TOTAL	**61,500**	**63,310**	**61,380**	**-2.9**	**0.2**
Construction and Mining	2,810	3,310	3,300	-15.1	-14.8
Manufacturing	4,690	4,740	5,130	-1.1	-8.6
Durable Goods	1,970	2,000	2,650	-1.5	-25.7
Nondurable Goods	2,720	2,740	2,480	-0.7	9.7
Food and Kindred Products	1,980	1,990	1,740	-0.5	13.8
Other Nondurable Goods	740	750	740	-1.3	-0-
Transportation, Comm. and Public Utilities	3,940	4,080	3,910	-3.4	0.8
Wholesale Trade	6,060	6,190	6,190	-2.1	-2.1
Retail Trade	12,580	13,330	12,520	-5.6	0.5
Finance, Insurance, and Real Estate	3,810	3,810	3,750	-0-	1.6
Services	14,030	14,300	13,500	-1.9	3.9
Government	13,580	13,550	13,080	0.2	3.8
Federal	2,140	2,160	2,080	-0.9	2.9
State and Local	11,440	11,390	11,000	0.4	4.0
GRAND FORKS SMSA WAGE AND SALARY EMPLOYMENT					
TOTAL	**36,360**	**38,410**	**36,660**	**-5.3**	**-0.8**
Construction and Mining	1,470	1,730	1,600	-15.0	-8.1
Manufacturing	2,680	2,690	2,730	-0.4	-1.8
Transportation, Comm. and Public Utilities	2,860	3,000	2,820	-4.7	1.4
Wholesale Trade	2,050	2,160	2,150	-5.1	-4.7
Retail Trade	7,960	8,560	8,240	-7.0	-3.4
Finance, Insurance, and Real Estate	1,550	1,580	1,530	-1.9	1.3
Services	7,180	7,430	7,070	-3.4	1.6
Government	10,610	11,260	10,520	-5.8	0.9

MANUFACTURING HOURS AND EARNINGS

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	Jan. 1981	Dec. 1980	Jan. 1980	Jan. 1981	Dec. 1980	Jan. 1980	Jan. 1981	Dec. 1980	Jan. 1980
United States									
Total Manufacturing	308.43	314.52	277.01	39.9	40.9	39.8	7.73	7.69	6.96
Durable	334.53	342.78	297.82	40.5	41.6	40.3	8.26	8.24	7.39
Nondurable	270.96	273.03	244.92	39.1	39.8	39.0	6.93	6.86	6.28
Food & Kindred	288.40	286.94	261.49	40.0	40.3	39.5	7.21	7.12	6.62
Printing & Publishing	295.04	299.47	267.84	37.3	38.1	37.2	7.91	7.86	7.20
North Dakota									
Total Manufacturing	258.49	260.44	228.24	37.3	38.3	36.0	6.93	6.80	6.34
Durable	273.67	272.92	231.68	38.6	39.1	36.2	7.09	6.98	6.40
Nondurable	246.48	250.42	224.82	36.3	37.6	35.8	6.79	6.66	6.28
Food & Kindred	253.76	260.45	241.61	37.1	38.7	37.0	6.84	6.73	6.53
Printing & Publishing	210.88	214.79	202.64	32.0	33.3	34.0	6.59	6.45	5.96
Fargo-Moorhead SMSA									
Total Manufacturing	277.00	276.01	238.98	36.4	36.9	35.3	7.61	7.48	6.77
Durable	300.47	295.22	231.77	37.7	37.8	34.8	7.97	7.81	6.66
Nondurable	260.22	260.28	246.66	35.5	36.1	35.8	7.33	7.21	6.89

ESTIMATED LABOR TURNOVER

(per hundred employees)

Accession Rates

	Total			New Hires			Recalls		
	Jan. 1981	Dec. 1980	Jan. 1980	Jan. 1981	Dec. 1980	Jan. 1980	Jan. 1981	Dec. 1980	Jan. 1980
North Dakota									
Mining	3.7	3.9	3.7	3.0	3.6	3.7	0.7	0.3	0.0
Manufacturing	7.0	4.5	6.8	2.8	1.5	2.4	3.8	2.7	2.7
Fargo-Moorhead SMSA									
Manufacturing	3.8	2.7	3.2	2.9	1.2	2.3	0.1	1.0	0.3

Separation Rates

	Total			Quits			Layoffs		
	Jan. 1981	Dec. 1980	Jan. 1980	Jan. 1981	Dec. 1980	Jan. 1980	Jan. 1981	Dec. 1980	Jan. 1980
North Dakota									
Mining	1.8	1.9	3.1	1.3	1.3	2.4	0.2	0.0	0.3
Manufacturing	4.3	7.5	4.4	1.6	1.5	2.3	2.1	5.5	1.5
Fargo-Moorhead SMSA									
Manufacturing	12.0	13.4	14.1	1.2	0.9	1.3	10.2	11.8	11.9

NORTH DAKOTA
NONFARM WAGE AND SALARY EMPLOYMENT

	Jan. 1981	Dec. 1980	Jan. 1980	Percent Change from Dec. 1980	Percent Change from Jan. 1980
TOTAL	**241,080**	**248,080**	**237,980**	**−2.8**	**1.3**
MINING	**9,100**	**9,040**	**6,540**	**0.7**	**39.1**
Coal	1,210	1,210	1,080	-0-	12.0
Crude Petroleum and Natural Gas	7,740	7,620	5,290	1.6	46.3
Other Mining	150	210	170	−28.6	−11.8
CONSTRUCTION	**11,990**	**14,000**	**14,070**	**−14.4**	**−14.8**
Building Construction	3,330	3,900	4,520	−14.6	−26.3
Street, Highway and Heavy Construction	1,940	2,860	2,350	−32.2	−17.4
Special Trade Construction	6,720	7,240	7,200	−7.2	−6.7
MANUFACTURING	**14,960**	**15,060**	**16,390**	**−0.7**	**−8.7**
Durable Goods	6,620	6,800	8,470	−2.6	−21.8
Stone, Clay and Glass	470	700	690	−32.9	−31.9
Primary and Fabricated Metals	670	670	790	-0-	−15.2
Machinery and Transportation Equipment	4,640	4,580	6,060	1.3	−23.4
Other Durable Goods	840	850	930	−1.2	−9.7
Nondurable Goods	8,340	8,260	7,920	1.0	5.3
Food and Kindred Products	4,500	4,460	4,160	0.9	8.2
Dairy Products	860	870	840	−1.1	2.4
Food Specialties, Sugar and Confectionery Products	1,960	1,910	1,660	2.6	18.1
Bakery Products	400	410	490	−2.4	−18.4
Other Food and Kindred Products	1,280	1,270	1,170	0.8	9.4
Printing and Publishing	2,150	2,180	2,120	−1.4	1.4
Other Nondurable Goods	1,690	1,620	1,640	4.3	3.0
TRANSPORTATION, COMMUNICATIONS, AND PUBLIC UTILITIES	**17,360**	**17,640**	**16,270**	**−1.6**	**6.7**
Transportation	9,640	9,860	8,760	−2.2	10.0
Railroads	3,610	3,690	3,190	−2.2	13.2
Trucking and Warehousing	4,560	4,710	4,100	−3.2	11.2
Other Transportation	1,470	1,460	1,470	0.7	-0-
Communications	3,840	3,870	3,890	−0.8	−1.3
Public Utilities	3,880	3,910	3,620	−0.8	7.2
WHOLESALE TRADE	**19,850**	**20,310**	**20,290**	**−2.3**	**−2.2**
Durable Goods	10,150	10,450	10,750	−2.9	−5.6
Nondurable Goods	9,700	9,860	9,540	−1.6	1.7
RETAIL TRADE	**45,820**	**48,650**	**45,090**	**−5.8**	**1.6**
General Merchandise	6,480	6,980	6,180	−7.2	4.9
Food Stores	6,270	6,570	6,160	−4.6	1.8
Automotive Dealers and Service Stations	6,350	6,620	6,900	−4.1	−8.0
Apparel and Accessory Stores	3,020	3,240	2,870	−6.8	5.2
Other Retail	23,700	25,240	22,980	−6.1	3.1
FINANCE, INSURANCE, AND REAL ESTATE	**11,600**	**11,580**	**11,270**	**0.2**	**2.9**
Finance	6,260	6,230	6,050	0.5	3.5
Banking	4,260	4,250	4,130	0.2	3.1
Other Finance	2,000	1,980	1,920	1.0	4.2
Insurance	3,490	3,480	3,370	0.3	3.6
Real Estate	1,850	1,870	1,850	−1.1	-0-
SERVICES	**49,410**	**49,920**	**47,890**	**−1.0**	**3.2**
Lodging	4,310	4,470	4,020	−3.6	7.2
Nursing and Personal Care	5,410	5,390	5,180	0.4	4.4
Hospitals	11,870	11,810	11,160	0.5	6.4
Other Medical	4,770	4,810	4,490	−0.8	6.2
Other Services	23,050	23,440	23,040	−1.7	-0-
GOVERNMENT	**60,990**	**61,880**	**60,170**	**−1.4**	**1.4**
Federal Government	9,440	9,600	9,400	−1.7	0.4
State Government	16,780	17,280	16,430	−2.9	2.1
Educational Services	10,640	11,330	10,450	−6.1	1.8
Other State Government	6,140	5,950	5,980	3.2	2.7
Local Government	34,770	35,000	34,340	−0.7	1.3
Educational Services	17,340	17,430	17,170	−0.5	1.0
Other Local Government	17,430	17,570	17,170	−0.8	1.5

PRODUCER PRICE INDEX UNITED STATES AVERAGE

(1967=100)	Annual Average 1980[1]	Jan. 1981	Dec. 1980	Jan. 1980	Percentage Change from Dec. 1980	Percentage Change from Jan. 1980
All Commodities	268.6	283.5	280.3	254.9	1.1	11.2
Farm Products and Processed Foods and Feeds	244.5	257.3	256.5	231.9	0.3	11.0
Industrial Commodities	274.5	289.9	286.1	260.6	1.3	11.2

[1] Preliminary

GLOSSARY OF TERMS

Civilian Labor Force—number of persons 16 years and older defined as employed or unemployed, excluding members of the Armed Forces.

Consumer Price Index (CPI)—a measure of the average change in prices over a period of time in a fixed market basket of goods and services. Changes are usually expressed in percentages. The following example illustrates the method used to calculate the percentage change using 211.5 as the "current index" and 209.1 as the "previous index":

Current index	211.5
Less previous index	209.1
Equals	2.4
Divide by the previous index	209.1
Equals	.011
Results multiplied by one hundred	.011x100
Equals percentage change	1.1

Covered Employment—employment that falls under coverage of the North Dakota Unemployment Compensation Law. At the present time only agriculture, the self-employed, students working for educational institutions, religious organizations, fully commissioned salesmen, and elected and appointed officials have significant numbers of non-covered workers.

Employed—those persons working for pay or profit during a week, or unpaid family workers working 15 hours or more during a week. Also included are those who, although not working, had some job attachment and were **not** looking for work. This involves persons temporarily absent from a job due to illness, bad weather, vacation or labor-management dispute, whether or not they were in a pay status during their time off.

Insured Unemployment—a count of persons who have filed claims for state job insurance benefits. An accurate comparison of data for the insured unemployed cannot be made if one period of time is prior to July 1, 1979, and the second period is after that date. This is due to the change in eligibility requirements mandated by the state legislature effective July 1, 1979.

Nonfarm Wage and Salary Employment-Establishment Data—refers to the number of jobs held rather than the number of people employed.

"p"—preliminary estimates subject to revision.

Producer Price Index (PPI)—measures average changes in prices received in primary markets of the United States by commodity producers in all stages of processing. These changes are usually expressed in percentages. The method of calculation is the same as used for the Consumer Price Index (See item 2).

Seasonally Adjusted Labor Force Series—to assist in evaluating the labor force, recurrent yearly employment and unemployment movements have been isolated and removed by the Bureau of Labor Statistics though a seasonal factor method.

Standard Metropolitan Statistical Area (SMSA)—(a) an area designated by the Office of Management and Budget with a central city of at least 50,000 inhabitants; or (b) a central city of at least 25,000 inhabitants but with a minimum of at least 50,000 when combined with adjacent populated areas, provided the county or counties in which the city and adjacent areas are located have a population of at least 75,000.

Unemployment—the number of persons who for an entire week did not work at all, were able to work and available for work, and (1) were looking for work or (2) would have looked for work except that (a) they were waiting to return to a job from which they had been laid off; or (b) they were waiting to report to a new wage and salary job scheduled to start within the following 30 days (and were not in school during the week).

Unemployment Rate—the number of unemployed expressed as a percent of the civilian labor force.

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Prairie Employer Review

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Interview with Shirley Peterson

A New Director, A New Approach

Taking charge of a state government agency whose 450 employees are responsible for helping people find jobs is no small challenge. That the executive chair is being taken during a time of chronic unemployment and tightening budget strings could be considered admirable.

But Shirley Peterson, the new executive director of Job Service North Dakota as of March 2, revealed quiet confidence during a recent interview. A self-described "people person," she exhibited excitement about working in an area of public service "where we deal with aiding people in one of the most important aspects of their lives — their jobs."

No novice to the business or political arena, the administrator says her work career over the past 20 years was a natural progression towards her present appointment by Governor Olson. As a teacher and one-time president of the North Dakota Education Association, her support of education issues led to a more active role in the legislative scene. It was during this time that she observed a concern among the public about the nation's economic health, and the role of government in comparison to the private sector's in dealing with such issues as unemployment and inflation.

With this renewed interest in economics, Mrs. Peterson said, "I did something that Lincoln did a long time ago. I started teaching myself. It meant taking every night class and course I could think to help me sort out what's really happening with America's work ethic, the role of the competitive market system, and how people feel about government's growth in our economy."

Armed with a master's degree and post-graduate work, Mrs. Peterson began working ten years ago as a lecturer and consultant in special education, human relations training, and communication programs for businesses throughout the upper midwest. Her most recent position as public affairs director for the Greater North Dakota Association was a result of serving as a consultant for local chambers of commerce throughout the state.

According to Mrs. Peterson, the close association that she developed with the business community reaffirmed philosophies and priorities she has brought to Job Service. "I saw what the local chambers represented: employers who have the resources to provide jobs through the businesses that they create." This carried over to the belief that Job Service should play a middle-of-the-road position in meeting the needs of both employers and aspiring job applicants. "It's essential that we communicate well with all our constituents," she explained, "and right now that means becoming more attuned to employer concerns."

Mrs. Peterson indicated that an improved relationship with the employer community is a top priority right now. "I have a feeling that most workers know more of what Job Service is all about than employers do. This agency is a confusing, vague maze to them. In many of their minds we are just 'the unemployment office,' where workers get benefits from the taxes paid by employers. There are so many facets to our job development and placement acti-

(Continued on page 3)

Fuel Prices for Farmers: Only Part of the Productivity Cost

Each year, as summer approaches and the planting season comes into full swing, North Dakota's economic life naturally shifts toward its mainstay industry, agriculture. In recent years, the usual topical concerns about business conditions and weather are being overshadowed by another disturbing trend.

Petroleum, one of the major building blocks in the nation's economy, is having a significant impact on both direct and indirect costs to farm production. As with most other industries, agribusiness has traditionally based the production of goods upon cheap energy. The fact that "cheap" no longer applies is creating far-ranging changes. Business analysts are just beginning to make some general assumptions about the impact of rising energy costs on farmers and surrounding industries.

Direct energy costs, according to the United States Department of Agriculture, were about 12 percent of all agricultural production costs in 1978. The USDA's earlier 1975 estimate of 7.7 percent showed 32.3 percent of the farmer's energy bill went to gasoline, 20.7 percent on diesel fuel, 19.8 percent for electricity, 12.1 percent on fertilizer and pesticides, and 15.1 percent for natural gas, liquified petroleum gas, coal and fuel oil. If indirect costs were also measured, the Department suggests "energy invested in (the) manufacture of farm machinery could boost totals 10 percent or more."

While most people can empathize with the farmer's plight, they are only seeing the proverbial tip of the iceberg. The influence of rapid oil prices increases on other agri-businesses is another matter. As one economic analyst in the state viewed it, fuel use for farm production is a far more visible cost to North Dakotans than the petroleum expense incurred in manufacturing farm machinery or the dollars involved in commodity transportation, processing, and marketing. "It's not that the public isn't aware of the high energy costs in agriculture," he explained. "They just tend to 'underthink' them."

If cheap energy once made other resources cheaper to use or produce, skyrocketing oil costs are now demanding an American evolution in productivity. To maintain profit levels in the face of growing expenses, industries will have to develop more efficiency in all aspects of their organizational structures, technology, and use of worker skills.

But the transformation to greater energy savings at the individual farm, transportation system, or manufacturing plant level is not made instantaneously. During the change-over and retooling period, a significant amount of labor is lost when inefficient businesses become obsolete and workers are unemployed. At the same time, new organizational skills and occupational talents need to be learned to produce equal or greater amounts of goods with less energy.

The initiative seems more apparent in transportation and manufacturing, but the agricultural sector is also attempting to respond. Farmers are developing more sophisticated management systems, and trying such measures as a move away from intensive on-farm cultural practices to the more efficient "minimum till" cultural practices.

Other changes, such as the shift to unit trains for transporting grain, will have a more encompassing effect on rural economics. Reorganizing grain elevators to accommodate the new rail system will have a number of ripple effects: Many small communities will lose an economic hub if their elevators close, other towns will see greater business activity and employment from centralized elevators, and farmers will be in a "Catch 22" situation of traveling greater distances to unload their grain just to take advantage of lower unit rates.

Obviously, adjustments to the energy situation will be a mixed blessing to farm life. What has forced the issue is productivity. As long as oil prices outstrip the process of adapting to more efficient production techniques, agri-

(Continued on page 4)

PRAIRIE EMPLOYER REVIEW

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JOB SERVICE North Dakota

(PETERSON from page 1)

vities that employers should be aware of and use."

As part of that goal, she intends to set up a task force that will give various public groups, including employers and legislators, a better orientation to Job Service. "I'd like them to come over and meet our people, talk with them, and walk through the agency."

Seeing her management style as promoting an open atmosphere within and outside of Job Service's doors, Peterson plans to continue the active public participation emphasized by her predecessor. She points out, however, that she sees room for more effective use of advisory councils.

Listing the various state and local groups that involve labor, business, and other public interests, she frankly stated, "You can get counciled to death. You have people meeting and greeting and then that's about all that gets done. I'm not a person to go to meetings for the sake of going to a meeting." She added, "I still think councils are essential, but it's possible that some can be molded together and made more viable."

Her conviction that government should be more of an advocate for the private enterprise system also reflects on the Job Service director's second immediate goal. "I will be presenting to Governor Olson an overview of the resources in Job Service that can compliment and really enhance economic development in North Dakota."

Citing the Governor's commitment to attracting more business to the state, Mrs. Peterson forsees Job Service identifying employment opportunities for the light- or cottage-industries and agri-processing that could be pumped into the eastern part of the state. This potential growth, plus the rapid energy expansion in the western areas, will mean significant changes to North Dakota's whole socio-economic lifestyle, says Peterson. "Job Service has the people and know-how to help address our future economic and labor force trends," she asserts.

Does this goal reflect changes in the political and economic moods of the state and nation? "We are at a crossroads regarding the philosophy of how we operate," Mrs. Peterson replied, "that is, the relationship between the public and private sectors. People are saying that we have to draw back from the road we have been traveling. It's just not working. We've got to try something else. However, I don't think we have fully defined what that something else is going to be."

"Nevertheless, I'm convinced that the public employment service is going to have a very important role in the whole scheme of future economic development. I can't possibly perceive a time when we will not be there to help match employers and workers. But it will probably be through a new approach."

Gleanings

Tom Haan

The American family is growing . . .not in size but in number. By 1990, the U.S. will have 8 million more families than it does today . . .an increase of 14 percent.

Most families will be small. . . more than 40 percent of them will be two-person. . .22 percent three-person. . .the number of five or-more-person families will shrink. Because of the post WW II baby boom, growth will be greatest for four-person families headed by a person aged 35-44.

Day care. . .about 16 million households purchase day care services for small children outside the home. . .this makes day care centers one of the best growth businesses in the country. There are about 19,000 of these centers and they care for about 1.6 million children. Only 5 percent of the centers are chain operators, but this number is expanding rapidly.

Costs run from $30 to $50 a week per child depending on the hours and services provided. . . amounts to $7.5 billion now. . . $35 billion by 1990.

Reasons for this increase are obvious. . .increases in the number of working wives and single parent households. There are presently about 17 million children with working mothers. . . 1/3 of these children are preschoolers and that percentage should double by 1990.

Putting food on the table. . . it's expensive — we all know that . . .the U.S. Department of Agriculture has some interesting and depressing figures. Your teenage son, age 15-19, consumes the most. . .up to $31.40 worth of food a week. Dad's only a dime less. . .mom costs $24.80 and sis (ages 12-19) $24.90. A four-person family will need $54 a week on a thrifty diet. . .$104 a week for liberal eaters. A moderate diet costs the four-person family $87. . .this is close to 1/5 the 1980 median family income. Two-person families need at least $32 a week on a thrifty diet. . .$52 for a moderate, and $62 to eat liberally. These estimates assume all food is bought at a store and prepared at home. The thrifty diet has less meat, milk, cheese, and prepared foods than the others, but more cereal. . .liberal eaters get bacon and eggs for breakfast. . .thriftys eat a bowl of oatmeal! Food costs were found to be the highest in the Northeast and lowest in the South. . .regional differences were described as not dramatic.

Business Know-How Contributes to Career Information Bank

With all the economic soothsayers that abound, the average small businessowner still has the closest tabs on tomorrow's job outlook. So it is natural to use this hands-on experience when collecting facts about employment prospects in North Dakota.

Because of a newly designed data bank, employers throughout the state are being asked their perceptions of the employment picture in their industry and area. According to Bob Becker of the State Occupational Information Coordinating Committee, this input will help future workers choose and plan lifelong careers.

"Instead of a mass of occupational information in various forms and among different public and private sources, we now have a coordinated approach," Becker explained. Officially termed CIDS, or Career Information Delivery System, the program is part of the committee's federally funded intent of compiling statistics relevant to the state's employment and training needs.

Although meant as a practical guide for students, teachers, employers, and clients of government agencies, Becker admits that business people might not understand the program's benefit to them. "But in giving jobseekers a better sense of the training and skills necessary in particular occupations, we can meet the need of employers for reliable workers," he asserted.

Within the next few months, Becker hopes to have contacted a good cross-section of employers to informally discuss their hiring practices, wages for beginning and experienced help, and potential employment in a number of industries and fields. "We are covering topics ranging from the turnover rate and demand for certain work, to the training practices and skill requirements set up by companies," he stated. The survey results are being plugged into a centralized system which will eventually break out information into three categories: occupations, programs of study and training, and information on post-secondary schools.

Each of about 250 occupations will be described according to such details as the tasks and skills involved, anticipated working conditions, salary averages, and the short and long-term outlook for the job in areas around the state. Programs of study in vocational and post-secondary schools will also be explained, including admission requirements and costs, coursework and degrees offered, facts on apprenticeable trades, licensure, and available financial aid.

By this fall, the material will be indexed in a card file system and available to individuals who are studying career possibilities and making important job decisions. In another year, the system may be capable of allowing job seekers to view the information before a small computer screen and keyboard.

Although the cooperation of state agencies who collect and use labor market information has been essential, Becker is especially pleased with responses from private employers. "They've been an invaluable resource for determining our state's occupational needs. We couldn't do justice to the system without their perspective."

(FUEL from page 2)

cultural productivity will show a decline in cost efficiency.

The knowledge that American industries will have to adapt to new energy prices and problems is more certain than exactly how and when it will take place — especially in agriculture. The fact remains that farm production is no longer isolated from world market problems which have long held sway over other industries. Many economists believe that agriculture's ability to respond to this threat to farm productivity could be a key factor in North Dakota's future economic stability.

U.S. CONSUMER PRICE INDEX
ALL URBAN CONSUMERS

(1967 = 100)	Annual Average 1980	Feb. 1981	Jan. 1981	Feb. 1980	Percent Change from Jan. 1981	Percent Change from Feb. 1980	Percent Change Projected on Annual Basis
All Items	246.8	263.2	260.5	236.4	1.0	11.3	12.7
Food & Beverage	248.0	263.7	261.4	238.6	0.9	10.5	11.4
Housing	263.3	280.9	279.1	250.5	0.6	12.1	7.4
Apparel and Upkeep	178.4	182.0	181.1	171.9	0.5	5.9	6.2
Transportation	249.7	270.9	264.7	239.6	2.3	13.1	31.4
Medical Care	265.9	282.6	279.5	257.9	1.1	9.6	14.0
Entertainment	205.3	216.7	214.4	197.8	1.1	9.6	14.0

CIVILIAN LABOR FORCE

	Feb. 1981	Jan. 1981	Feb. 1980	Percent Change from Jan. 1981	Percent Change from Feb. 1980
UNITED STATES **(In Thousands)**					
Labor Force	105,681	105,543	104,271	0.1	1.4
Employment	97,927	97,696	97,817	0.2	0.1
Unemployment	7,754	7,847	6,454	−1.2	20.1
Unemployment Rate	7.3	7.4	6.2		
NORTH DAKOTA					
Labor Force	309,030	305,480	303,800	1.2	1.7
Employment	288,610	285,120	287,020	1.2	0.6
Unemployment	20,420	20,360	16,780	0.3	21.7
Unemployment Rate	6.6	6.7	5.5		
FARGO-MOORHEAD SMSA					
Labor Force	72,000	71,790	71,140	0.3	1.2
Employment	67,450	67,080	67,660	0.6	−0.3
Unemployment	4,550	4,710	3,480	−3.4	30.7
Unemployment Rate	6.3	6.6	4.9		
GRAND FORKS SMSA					
Labor Force	42,540	42,060	42,290	1.1	0.6
Employment	39,760	39,200	39,740	1.4	0.1
Unemployment	2,780	2,860	2,550	−2.8	9.0
Unemployment Rate	6.5	6.8	6.0		

U.S. data seasonally adjusted; other data not seasonally adjusted.

NONFARM WAGE AND SALARY EMPLOYMENT

	Feb. 1981	Jan. 1981	Feb. 1980	Percent Change from Jan. 1981	Percent Change from Feb. 1980
FARGO-MOORHEAD SMSA WAGE AND SALARY EMPLOYMENT					
TOTAL	**61,660**	**61,530**	**61,740**	**0.2**	**−0.1**
Construction and Mining	2,740	2,790	3,250	−1.8	−15.7
Manufacturing	4,700	4,710	5,090	−0.2	−7.7
Durable Goods	1,980	1,980	2,630	-0-	−24.7
Nondurable Goods	2,720	2,730	2,460	−0.4	10.6
Food and Kindred Products	1,990	1,990	1,720	-0-	15.7
Other Nondurable Goods	730	740	740	−1.4	−1.4
Transportation, Comm. and Public Utilities	3,950	3,950	3,900	-0-	1.3
Wholesale Trade	6,040	6,060	6,140	−0.3	−1.6
Retail Trade	12,470	12,620	12,410	−1.2	0.5
Finance, Insurance, and Real Estate	3,790	3,810	3,770	−0.5	0.5
Services	14,170	14,020	13,700	1.1	3.4
Government	13,800	13,570	13,480	1.7	2.4
Federal	2,140	2,130	2,060	0.5	3.9
State and Local	11,660	11,440	11,420	1.9	2.1
GRAND FORKS SMSA WAGE AND SALARY EMPLOYMENT					
TOTAL	**37,020**	**36,570**	**36,930**	**1.2**	**0.2**
Construction and Mining	1,390	1,470	1,520	−5.4	−8.6
Manufacturing	2,910	2,900	2,720	0.3	7.0
Transportation, Comm. and Public Utilities	2,870	2,880	2,810	−0.3	2.1
Wholesale Trade	2,040	2,040	2,120	-0-	−3.8
Retail Trade	7,880	7,940	8,160	−0.8	−3.4
Finance, Insurance, and Real Estate	1,550	1,550	1,520	-0-	2.0
Services	7,230	7,180	7,090	0.7	2.0
Government	11,150	10,610	10,990	5.1	1.5

MANUFACTURING HOURS AND EARNINGS

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	Feb. 1981	Jan. 1981	Feb. 1980	Feb. 1981	Jan. 1981	Feb. 1980	Feb. 1981	Jan. 1981	Feb. 1980
United States									
Total Manufacturing	304.94	308.03	278.20	39.5	39.9	39.8	7.72	7.72	6.99
Durable	329.18	332.90	300.24	39.9	40.4	40.3	8.25	8.24	7.45
Nondurable	269.27	271.35	243.90	38.8	39.1	38.9	6.94	6.94	6.27
Food & Kindred	284.47	288.40	258.96	39.4	40.0	39.0	7.22	7.21	6.64
Printing & Publishing	293.78	293.46	268.25	37.0	37.1	37.0	7.94	7.91	7.25
North Dakota									
Total Manufacturing	255.99	261.51	234.62	37.1	37.9	37.3	6.90	6.90	6.29
Durable	272.20	271.55	240.79	38.5	38.3	37.8	7.07	7.09	6.37
Nondurable	243.36	254.10	227.79	36.0	37.7	36.8	6.76	6.74	6.19
Food & Kindred	242.48	269.07	242.92	36.3	40.1	37.2	6.68	6.71	6.53
Printing & Publishing	216.78	209.54	206.45	32.5	31.7	33.9	6.67	6.61	6.09
Fargo-Moorhead SMSA									
Total Manufacturing	277.73	277.00	251.49	36.4	36.4	36.5	7.63	7.61	6.89
Durable	304.24	300.75	256.36	37.7	37.5	37.7	8.07	8.02	6.80
Nondurable	257.71	259.17	246.05	35.4	35.6	35.1	7.28	7.28	7.01

ESTIMATED LABOR TURNOVER

(per hundred employees)

Accession Rates

	Total			New Hires			Recalls		
	Feb. 1981	Jan. 1981	Feb. 1980	Feb. 1981	Jan. 1981	Feb. 1980	Feb. 1981	Jan. 1981	Feb. 1980
North Dakota									
Mining	2.8	3.9	3.3	2.6	3.1	3.0	0.2	0.8	0.2
Manufacturing	3.7	6.9	4.2	2.1	2.8	2.3	1.3	3.6	1.6
Fargo-Moorhead SMSA									
Manufacturing	5.5	3.8	4.1	4.2	2.9	3.3	0.8	0.1	0.4

Separation Rates

	Total			Quits			Layoffs		
	Feb. 1981	Jan. 1981	Feb. 1980	Feb. 1981	Jan. 1981	Feb. 1980	Feb. 1981	Jan. 1981	Feb. 1980
North Dakota									
Mining	2.4	2.0	1.4	0.8	1.4	0.4	0.4	0.2	0.5
Manufacturing	2.6	4.3	4.2	1.1	1.6	2.2	0.8	2.1	1.2
Fargo-Moorhead SMSA									
Manufacturing	5.5	4.6	6.0	1.1	1.2	1.6	3.0	2.3	3.1

NORTH DAKOTA
NONFARM WAGE AND SALARY EMPLOYMENT

	Feb. 1981	Jan. 1981	Feb. 1980	Percent Change from Jan. 1981	Percent Change from Feb. 1980
TOTAL	**240,790**	**240,750**	**238,520**	**-0-**	**1.0**
MINING	**9,200**	**9,090**	**6,780**	**1.2**	**35.7**
Coal	1,210	1,210	1,080	-0-	12.0
Crude Petroleum and Natural Gas	7,830	7,730	5,500	1.3	42.4
Other Mining	160	150	200	6.7	−20.0
CONSTRUCTION	**11,490**	**11,960**	**13,560**	**−3.9**	**−15.3**
Building Construction	3,070	3,300	4,180	−7.0	−26.6
Street, Highway and Heavy Construction	1,890	1,940	2,420	−2.6	−21.9
Special Trade Construction	6,530	6,720	6,960	−2.8	−6.2
MANUFACTURING	**14,830**	**14,840**	**16,240**	**−0.1**	**−8.7**
Durable Goods	6,720	6,660	8,480	0.9	−20.8
Stone, Clay and Glass	480	470	690	2.1	−30.4
Primary and Fabricated Metals	640	670	790	−4.5	−19.0
Machinery and Transportation Equipment	4,750	4,680	6,070	1.5	−21.7
Other Durable Goods	850	840	930	1.2	−8.6
Nondurable Goods	8,110	8,180	7,760	−0.9	4.5
Food and Kindred Products	4,320	4,360	4,090	−0.9	5.6
Dairy Products	870	860	820	1.2	6.1
Food Specialties, Sugar and Confectionery Products	1,770	1,810	1,680	−2.2	5.4
Bakery Products	400	400	480	-0-	−16.7
Other Food and Kindred Products	1,280	1,290	1,110	−0.8	15.3
Printing and Publishing	2,140	2,140	2,120	-0-	0.9
Other Nondurable Goods	1,650	1,680	1,550	−1.8	6.5
TRANSPORTATION, COMMUNICATIONS, AND PUBLIC UTILITIES	**17,320**	**17,390**	**16,260**	**−0.4**	**6.5**
Transportation	9,590	9,670	8,660	−0.8	10.7
Railroads	3,610	3,640	3,160	−0.8	14.2
Trucking and Warehousing	4,520	4,560	4,060	−0.9	11.3
Other Transportation	1,460	1,470	1,440	−0.7	1.4
Communications	3,840	3,840	3,900	-0-	−1.5
Public Utilities	3,890	3,880	3,700	0.3	5.1
WHOLESALE TRADE	**19,740**	**19,810**	**20,150**	**−0.4**	**−2.0**
Durable Goods	10,110	10,120	10,660	−0.1	−5.2
Nondurable Goods	9,630	9,690	9,490	−0.6	1.5
RETAIL TRADE	**45,340**	**45,710**	**44,790**	**−0.8**	**1.2**
General Merchandise	6,230	6,430	6,120	−3.1	1.8
Food Stores	6,260	6,270	6,150	−0.2	1.8
Automotive Dealers and Service Stations	6,300	6,350	6,830	−0.8	−7.8
Apparel and Accessory Stores	2,900	3,000	2,760	−3.3	5.1
Other Retail	23,650	23,660	22,930	-0-	3.1
FINANCE, INSURANCE, AND REAL ESTATE	**11,570**	**11,590**	**11,270**	**−0.2**	**2.7**
Finance	6,240	6,260	6,050	−0.3	3.1
Banking	4,240	4,260	4,130	−0.5	2.7
Other Finance	2,000	2,000	1,920	-0-	4.2
Insurance	3,510	3,480	3,410	0.9	2.9
Real Estate	1,820	1,850	1,810	−1.6	0.6
SERVICES	**49,540**	**49,410**	**48,200**	**0.3**	**2.8**
Lodging	4,390	4,310	4,120	1.9	6.6
Nursing and Personal Care	5,340	5,400	5,100	−1.1	4.7
Hospitals	11,880	11,870	11,260	0.1	5.5
Other Medical	4,740	4,770	4,490	−0.6	5.6
Other Services	23,190	23,060	23,230	0.6	−0.2
GOVERNMENT	**61,760**	**60,950**	**61,270**	**1.3**	**0.8**
Federal Government	9,380	9,410	9,440	−0.3	−0.6
State Government	17,350	16,770	17,050	3.5	1.8
Educational Services	11,250	10,640	11,070	5.7	1.6
Other State Government	6,100	6,130	5,980	−0.5	2.0
Local Government	35,030	34,770	34,780	0.7	0.7
Educational Services	17,670	17,340	17,610	1.9	0.3
Other Local Government	17,360	17,430	17,170	−0.4	1.1

PRODUCER PRICE INDEX UNITED STATES AVERAGE

(1967 = 100)	Annual Average 1980	Feb. 1981	Jan. 1981	Feb. 1980	Percentage Change from Jan. 1981	Percentage Change from Feb. 1980
All Commodities	268.6	286.9	283.5	260.2	1.2	10.3
Farm Products and Processed Foods and Feeds	244.5	254.9	257.3	237.0	−0.9	7.6
Industrial Commodities	274.5	294.8	289.9	265.9	1.7	10.9

GLOSSARY OF TERMS

Civilian Labor Force—number of persons 16 years and older defined as employed or unemployed, excluding members of the Armed Forces.

Consumer Price Index (CPI)—a measure of the average change in prices over a period of time in a fixed market basket of goods and services. Changes are usually expressed in percentages. The following example illustrates the method used to calculate the percentage change using 211.5 as the "current index" and 209.1 as the "previous index":

Current index	211.5
Less previous index	209.1
Equals	2.4
Divide by the previous index	209.1
Equals	.011
Results multiplied by one hundred	.011x100
Equals percentage change	1.1

Covered Employment—employment that falls under coverage of the North Dakota Unemployment Compensation Law. At the present time only agriculture, the self-employed, students working for educational institutions, religious organizations, fully commissioned salesmen, and elected and appointed officials have significant numbers of non-covered workers.

Employed—those persons working for pay or profit during a week, or unpaid family workers working 15 hours or more during a week. Also included are those who, although not working, had some job attachment and were **not** looking for work. This involves persons temporarily absent from a job due to illness, bad weather, vacation or labor-management dispute, whether or not they were in a pay status during their time off.

Insured Unemployment—a count of persons who have filed claims for state job insurance benefits. An accurate comparison of data for the insured unemployed cannot be made if one period of time is prior to July 1, 1979, and the second period is after that date. This is due to the change in eligibility requirements mandated by the state legislature effective July 1, 1979.

Nonfarm Wage and Salary Employment-Establishment Data—refers to the number of jobs held rather than the number of people employed.

"p"—preliminary estimates subject to revision.

Producer Price Index (PPI)—measures average changes in prices received in primary markets of the United States by commodity producers in all stages of processing. These changes are usually expressed in percentages. The method of calculation is the same as used for the Consumer Price Index (See item 2).

Seasonally Adjusted Labor Force Series—to assist in evaluating the labor force, recurrent yearly employment and unemployment movements have been isolated and removed by the Bureau of Labor Statistics though a seasonal factor method.

Standard Metropolitan Statistical Area (SMSA)—(a) an area designated by the Office of Management and Budget with a central city of at least 50,000 inhabitants; or (b) a central city of at least 25,000 inhabitants but with a minimum of at least 50,000 when combined with adjacent populated areas, provided the county or counties in which the city and adjacent areas are located have a population of at least 75,000.

Unemployment—the number of persons who for an entire week did not work at all, were able to work and available for work, and (1) were looking for work or (2) would have looked for work except that (a) they were waiting to return to a job from which they had been laid off; or (b) they were waiting to report to a new wage and salary job scheduled to start within the following 30 days (and were not in school during the week).

Unemployment Rate—the number of unemployed expressed as a percent of the civilian labor force.

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Prairie Employer Review

Volume 3, Number 5 May, 1981

Workaholics: The "Thank God it's Monday" Crowd

Editor's Note: Whether it's a new craze breeded out of shifting economic and social attitudes, or simply a new tag for a time honored obsession, workaholism is being explored with greater intensity and from a slightly different perspective. Until recently, little solid research was done on those persons whose lives, love, and liberty evolved around their work — often to the suffering of family, fellow employees, and other unfortunates drawn into their demanding lifestyles or bewildered by their neglect of other priorities. As the first of a three-part series on the topic, we are sharing a quiz written by psychologist Marilyn Machlowitz, Ph.D., a researcher and self-admitted work addict who authored **Workaholics: Living With Them, Working With Them.***

Are you a workaholic?

1 Do you get up early, no matter how late you go to bed?

As one management consultant confessed, "I'd get home and work until 1:00 or 2:00 a.m., and then get up at 5:00 a.m., and think, 'Gee, aren't I terrific!' "

2 If you are eating lunch alone, do you read or work while you eat?

Robert Moses, New York's longtime parks commissioner, reportedly considered lunches a bore and a bother because he couldn't bear to interrupt work. Instead, he used a large table as a desk so lunch could be served right there.

3 Do you make daily lists of things-to-do?

Ever-present appointment books and cluttered calendars are hallmarks of workaholics. Indeed, their main way of wasting time, as Elizabeth Whelan, Ph.D., a Harvard University epidemiologist, admits, may be looking for lost lists!

4 Do you find it difficult to "do nothing"?

One magazine claimed that David Mahoney, the handsome, hard-working chairman of Norton Simon, Inc., abandoned transcendental meditation (TM) because he found it impossible to sit still for twenty minutes.

5 Are you energetic and competitive?

I read that the late President Johnson once asked Doris Kearns, then a White House Fellow, if she were energetic. Kearns replied, "I hear you need only five hours, but I need only four so it stands to reason that I've got even more energy than you."

6 Do you work on weekends and holidays?

The president of a Chicago radio station told writer Studs Terkel that he regularly works in his home on weekends. But, he adds, "When I do this on holidays, like Christmas, New Year's, and Thanksgiving, I have to sneak a bit so the family doesn't know what I'm doing."

7 Can you work anytime and anywhere?

Two associates at Cravath, Swaine, and Moore, one of Manhattan's most prestigious law firms, were said to have bet about who could bill the most hours in a day. One worked around the clock, billed twenty-four hours, and felt assured of victory. His competitor, however, having flown to California in the course of the day, and worked on the plane, was able to bill twenty-seven.

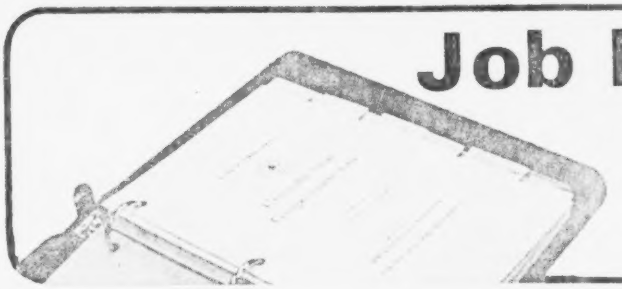
8 Do you find vacations "hard to take"?

George Lois, the art director who heads Lois, Pitts, Gershon, Inc., an advertising agency, had to think a while when I asked him when he had taken his last vacation. Finally, he recalled when it was — "1964" — almost fourteen years before!

9 Do you dread retirement?

After retiring from the ad agency where she had created such classic slogans as Clairol's "Does she. . .or doesn't she?" Shirley Polykoff started her own advertising agency. As president of Shirley Polykoff Advertising in New York, she still — some six years later — has no plans to slow up or step

(Continued on page 2)



Job Insurance Law Gets Facelift

This year's January issue of the PER described Job Insurance revisions being studied by the 1981 State Legislature. The following is a rundown on what was finally approved.

"I am pleased with the approach our lawmakers took in reviewing these bills," commented Gerald Balzer, Job Insurance director for Job Service North Dakota. "It is evident that each piece of legislation was carefully considered in relation to how it would effect the state's trust fund," he added, referring to the program's pool of dollars provided through employer taxes and used to pay benefits to jobless workers.

Of the eight proposals on job insurance prepared by Job Service's citizen advisory council, six were ultimately passed and signed into law. Two other bills submitted by the agency on the Old Age and Survivor's Insurance System cleared both houses, and a law change not initiated by Job Service but relating to unemployment benefits was also enacted.

One proposal introduced to the Senate Committee on Industry, Business, and Labor stops payments on interstate unemployment claims when an extended benefit period is not in effect, both in the state paying benefits and the state where the worker now lives. These benefits, which are given to jobless workers who have exhausted their regular benefits, trigger in during an unusually high state or national unemployment rate.

While the law applies as of June 1 of this year, an attached amendment involving both state and interstate extended benefits was retroactive to March 31. "It requires any person receiving extended benefits to accept as suitable work anything within his or her capabilities to perform, and pays gross wages exceeding their weekly benefit amount," stated Balzer.

PRAIRIE EMPLOYER REVIEW

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JOB SERVICE North Dakota

Two proposals, passed in their original form, include a housekeeping bill that cleans up law language on the minimum weekly benefits paid to individuals, and an act requiring a claimant to accept work paying wages equal to the current maximum weekly benefit amount after receiving 18 consecutive weeks of unemployment checks.

These and the remaining proposals all become law on July 1, except one part of a bill on tax rate changes. Besides notifying employers earlier of their annual tax rate and placing a lid on employer rates for 1981 and 1982, there is a section that allows all newly liable employers after January 1 of this year to have a job insurance tax rate equal to their industry's average. According to Balzer, this is a more favorable rate, although amendment limits the provisions of those industries with an average rate not exceeding 3 percent. "Business owners just starting up will be getting a break, and it may encourage industries to locate in our state," he added.

The advantage will cost the trust fund an estimated $2 million the first year, Balzer asserts, although savings because of restrictions on suitable work and extended benefits may slightly offset this.

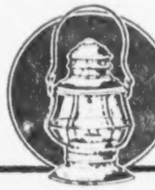
Once piece of legislation is designed to soften payment reductions for pensioners. As amended, it allows for one-half of a person's prorated pension to be deducted from their weekly benefits. Claiments who accept work that could have been refused as unsuitable, and find it necessary to quit within ten weeks, now escape being disqualified under another approved act. At the same time, two amendments were added to the bill that affect other parts of the law.

One section disqualifies jobless individuals who voluntarily quit last employment until they earn at least eight times their weekly benefit amount, instead of the current five times. The other changes requires one nonpayable waiting week at the beginning of each benefit year, and "will cut out transitional payments from one year to the next for some individuals," Balzer stated.

Killed by the state lawmakers were two proposals that would have eased disqualifying rules for certain wage-earning students and workers who left their last jobs for compelling personal health reasons. Balzer feels the conservative mood of the legislature and concern for the trust fund led to the defeat of these bills and the passage of another bill introduced by Sen. William Parker, R-Rugby.

"This amendment deletes a provision disqualifying a claimant because of work stoppage due to a labor dispute," Balzer said of the added bill. "Now, workers unemployed because of a strike are disqualified from benefits, whether or not work is halted. On the other hand, payments are now allowable for lockouts, where an employer initiates a work stoppage in a labor dispute."

According to the Job Insurance director, Job Service will hold employer and labor seminars throughout the state during the year to more fully explain the law changes.



(WORKAHOLIC from page 1)

down. Says she, "I'm doing more than I've ever done. I don't know how you retire if you're still healthy and exuberant about living. They'll have to carry me out in a box!"

10 **Do you really enjoy your work?**

As Canadian novelist Joyce Carol Oates once wrote in "The New York Times," "I am not conscious of working especially hard, or of 'working' at all. . .Writing and teaching have always been, for me, so richly rewarding that I do not think of them as work in the usual sense of the word."

If you answered "yes" to eight or more questions, you, too, may be a workaholic!

In the next issue, Part 2 — Workaholics: A case of Unhappy Neurotics or Satisfied Achievers?

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To Quote

An Interview with Tom Pederson, Chief of Research and Statistics, Job Service North Dakota

Q. It seems more and more people are taking a closer look at labor market statistics, realizing it is a way to monitor the nation's economic pulse. But how useful is such information as the unemployment rate?

A. Primarily, it reflects cyclical changes in the business environment, so we can assess present conditions and short-term prospects of the economy. Also, it measures the use of human resources and how well the nation's economy responds to the economic and psychological hardships experienced by job seekers.

Q. But there doesn't seem to be a clear understanding of what the rate means.

A. That's because there are at least seven definitions of unemployment. No one definition suits everyone since there is a lack of agreement on what constitutes hardship. The most conservative counts as unemployed only those who have been jobless 15 weeks or longer. At the other end of the scale, the count would include everyone looking for work, plus discouraged workers and 50 percent of those who work part-time for economic reasons.

Q. Which is the one we normally see in print?

A. The official published rate lies roughly in the middle of the series. It represents the total number of persons not working, but available for and actively seeking work, as a percent of the civilian labor force. By the way, the labor force is the number of people 16 years and over who are employed, plus the unemployed, but excluding military employment.

Q. Could you explain your earlier mention of discouraged workers?

A. They differ from an unemployed person in that they are not looking for work because they feel no jobs are available. In effect, they have left the labor market and are therefore not included in the official unemployment rate.

Q. If this group isn't included, could the rate be hiding the true magnitude of the unemployment problem?

A. I don't think so, because it is really a subjective judgment as to whether numbers of them are discouraged or simply not actively interested. Just as long as we realize that pockets of discouraged workers do exist in such areas as Indian reservations in the state, where job opportunities are limited.

Q. What are the causes of unemployment?

A. There are three basic categories of unemployment: Frictional unemployment pertains to those entering the labor force, or moving from one job to another, and is typically short-term unemployment. Structural unemployment refers to the mismatch between the skills of jobseekers and the requirements of available openings, and would involve persons unemployed due to technological changes and those with insufficient skills or education. It also includes joblessness caused by discrimination or job location imbalances. Cyclical unemployment is caused by changes in business conditions. The major unemployment problem in North Dakota is seasonal, which is sometimes considered as frictional, but could also be a separate category.

Q. How is the rate determined?

A. There are two different methodologies. On the national level, a monthly survey of 60,000 households is used. Individuals answer a series of questions which determine their labor force status. By means of statistical formulas and population data, an estimate of the total labor force and unemployment rate can be made. The survey of 800 or so households in North Dakota each month is not large enough to produce reliable estimates, so a different method is used taking employer and job insurance data.

Q. Why would this latter rate be more accurate?

A. Each month a sample survey of 2,000 employers, representing about 45 percent of the nonfarm wage and salary workers in the state, submit a count of employment. This survey provides the basis for employment estimates, including separate estimates for each detailed industry as published in the **PER.**

Q. What about unemployment information?

A. On that side, a count is first made of those individuals drawing unemployment benefits. Other sectors of the unemployed – those who for one reason or another are not presently eligible for benefits – are estimated using historical relationships and statistical formulas. Through this procedure, we include those who have exhausted benefits, workers in noncovered jobs, as well as new or reentrants to the labor force.

Q. Then you don't have an actual count of the unemployed?

A. No, it would be unrealistic to obtain a complete count. Even the decennial census uses a sample of the labor force status question. We can only produce an estimate, but the procedures and formulas have been developed and refined over the years by the Bureau of Labor Statistics and are considered quite accurate.

Q. You mentioned earlier that a monthly household survey was conducted in North Dakota. Isn't this used at all?

A. Yes. The unemployment rate as computed through our administrative figures is adjusted by means of the household survey estimate to produce a second, separate rate. Referred to as the Current Population Survey or CPS rate, it is used for allocation of federal resources.

Q. Why two rates for the state? Why not switch to the CPS rate?

A. That has been under consideration for some time. The concern is that the CPS rate incorporates a six-month

(Continued on page 4)

Gleanings

Tom Haan

Economic activity shows increasing signs of weakness. Growth during the first quarter '81 was good, thanks to a fast start. But rapid price inflation is eroding consumer incomes, and high interest rates have undercut housing and restrained other investment. A modest decline in second quarter '81 activity now seems likely.

The recent decline in interest rates will help housing later in the year. With the worst of energy price increases out of the way, price inflation should ease somewhat. And Congress will enact a tax cut, probably to become effective retroactively for business and October 1 for consumers. After a slow summer, these factors should produce a clear improvement in the economy in the fall.

By recent standards, the outlook for 1982 looks pretty good. Growth should exceed that of the previous few years, and the inflation rate might subside at least fractionally. Interest rates, however, are likely to be at high and probably rising levels — the result of moderately restrained monetary policy in the face of an economy that is picking up speed. Given the conflict inherent in such a situation, economic growth in 1982 while substantial overall, will probably follow an unusually choppy path.

Gasoline fuels both automobiles and the fires of inflation. It seems every two months the price rises a few pennies or even a nickel. . .Not much at one time but multiply these pennies times the number of gallons purchased over the years and they become significant. Let's look at a hypothetical comparison of the cost of gasoline for 1973 versus 1981.

	1973	1981
Miles Traveled in One Year	12,000	12,000
Average Miles Per Gallon	15 or 800 gals.	15 or 800 gals.
Cost Per Gallon	$.45	$1.35
	12,000 ÷ by 15 = 800 gals. x $.45 = **$360**	12,000 ÷ by 15 = 800 gals. x $1.35 = **$1,080**

Figures from the North Dakota Highway Department show that North Dakotans have definitely reduced their consumption of gasoline. February is typically our low gasoline consumption month. . .peak consumption is in the summer. In February of 1981, our gasoline consumption was 27.6 million gallons, 8.6 percent below 1980 consumption and 16 percent below 1979 consumption. Peak consumption during the past two years was 43.3 million gallons in July of 1980, and 48.8 million gallons in August 1979. Factors influencing our consumption include price increases, the drought, consumer and tourist conservation, use of gasohol, and a recent slowing in the growth rate of jobs.

(TO QUOTE from page 3)

moving average for adjustment, which is legitimate for some states. In an area like North Dakota, where a large share of the labor force is seasonal because of construction and agriculture, it tends to flatten out the peaks and valleys. Because it is not a seasonal adjustment, it may not be an accurate measure of month-to-month changes in the economy.

Q. Then how relevant is the CPS for North Dakota?

A. Our own rate includes job insurance administrative data, and since job insurance laws vary from state to state, it is more for comparison of unemployment from one point in time to the next. The CPS is considered a better comparison from state to state.

Q. Is the unemployment rate that valuable a source of information?

A. Yes, but I think there has been an overemphasis on the rate as an economic indicator. Other statistics are probably more reliable, such as the national employment/population ratio, which reflects how our economy expands or contracts. This growing interest in unemployment figures certainly shows that labor market research is becoming extremely important to industry leaders. With an increasingly complex economy, business needs to study this information in order to better survive in the marketplace.

Q. Is this entirely a North Dakota project?

A. It is a federal/state cooperative program which is similar in all states. Job Service conducts the survey and computes employment and unemployment estimates, but the methodologies and procedures are designed by the Bureau of Labor Statistics.

U.S. CONSUMER PRICE INDEX
ALL URBAN CONSUMERS

(1967=100)	Annual Average 1980	March 1981	Feb. 1981	March 1980	Percent Change from Feb. 1981	Percent Change from March 1980	Percent Change Projected on Annual Basis
All Items	246.8	265.1	263.2	239.8	0.7	10.6	8.7
Food & Beverage	248.0	265.0	263.7	241.0	0.5	10.0	6.2
Housing	263.3	282.6	280.9	254.5	0.6	11.0	7.4
Apparel and Upkeep	178.4	185.1	182.0	176.0	1.7	5.2	22.4
Transportation	249.7	273.5	270.9	243.7	1.0	12.2	12.7
Medical Care	265.9	284.7	282.6	260.2	0.7	9.4	8.7
Entertainment	205.3	218.2	216.7	200.6	0.7	8.8	8.7

CIVILIAN LABOR FORCE

				Percent Change from	
	March 1981	Feb. 1981	March 1980	Feb. 1981	March 1980
UNITED STATES (In Thousands)					
Labor Force	106,176	105,681	104,171	0.5	1.9
Employment	98,412	97,927	97,628	0.5	0.8
Unemployment	7,764	7,754	6,543	0.1	18.7
Unemployment Rate	7.3	7.3	6.3		
NORTH DAKOTA					
Labor Force	319,770	309,110	316,320	3.4	1.1
Employment	299,690	288,690	299,270	3.8	0.1
Unemployment	20,080	20,420	17,050	−1.7	17.8
Unemployment Rate	6.3	6.6	5.4		
FARGO-MOORHEAD SMSA					
Labor Force	72,540	71,910	72,110	0.9	0.6
Employment	67,800	67,360	68,300	0.7	−0.7
Unemployment	4,740	4,550	3,810	4.2	24.4
Unemployment Rate	6.5	6.3	5.3		
GRAND FORKS SMSA					
Labor Force	42,540	42,350	42,620	0.4	−0.2
Employment	39,350	39,570	40,070	−0.6	−1.8
Unemployment	3,190	2,780	2,550	14.7	25.1
Unemployment Rate	7.5	6.6	6.0		

U.S. data seasonally adjusted; other data not seasonally adjusted.

NONFARM WAGE AND SALARY EMPLOYMENT

				Percent Change from	
FARGO-MOORHEAD SMSA WAGE AND SALARY EMPLOYMENT	March 1981	Feb. 1981	March 1980	Feb. 1981	March 1980
TOTAL	**61,520**	**61,580**	**61,830**	**−0.1**	**−0.5**
Construction and Mining	2,740	2,750	3,170	−0.4	−13.6
Manufacturing	4,450	4,660	5,000	−4.5	−11.0
Durable Goods	2,010	1,980	2,580	1.5	−22.1
Nondurable Goods	2,440	2,680	2,420	−9.0	0.8
Food and Kindred Products	1,710	1,950	1,690	−12.3	1.2
Other Nondurable Goods	730	730	730	-0-	-0-
Transportation, Comm. and Public Utilities	3,960	3,950	3,850	0.3	2.9
Wholesale Trade	6,140	6,040	6,190	1.7	−0.8
Retail Trade	12,650	12,430	12,740	1.8	−0.7
Finance, Insurance, and Real Estate	3,770	3,790	3,800	−0.5	−0.8
Services	14,230	14,170	13,700	0.4	3.9
Government	13,580	13,790	13,380	−1.5	1.5
Federal	2,120	2,140	2,150	−0.9	−1.4
State and Local	11,460	11,650	11,230	−1.6	2.0
GRAND FORKS SMSA WAGE AND SALARY EMPLOYMENT					
TOTAL	**36,390**	**36,850**	**36,980**	**−1.2**	**−1.6**
Construction and Mining	1,400	1,390	1,450	0.7	−3.4
Manufacturing	1,890	2,660	2,590	−28.9	−27.0
Transportation, Comm. and Public Utilities	2,850	2,880	2,730	−1.0	4.4
Wholesale Trade	2,120	2,090	2,140	1.4	−0.9
Retail Trade	7,920	7,880	8,180	0.5	−3.2
Finance, Insurance, and Real Estate	1,550	1,550	1,520	-0-	2.0
Services	7,380	7,240	7,210	1.9	2.4
Government	11,280	11,160	11,160	1.1	1.1

MANUFACTURING HOURS AND EARNINGS

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	March 1981	Feb. 1981	March 1980	March 1981	Feb. 1981	March 1980	March 1981	Feb. 1981	March 1980
United States									
Total Manufacturing	311.60	305.73	280.99	40.0	39.5	39.8	7.79	7.74	7.06
Durable	337.79	329.57	303.86	40.6	39.9	40.3	8.32	8.26	7.54
Nondurable	272.92	270.36	245.07	39.1	38.9	38.9	6.98	6.95	6.30
Food & Kindred	284.98	285.26	260.52	39.2	39.4	39.0	7.27	7.24	6.68
Printing & Publishing	298.34	294.89	273.05	37.2	37.0	37.2	8.02	7.97	7.34
North Dakota									
Total Manufacturing	260.85	255.62	230.51	37.0	37.1	37.0	7.05	6.89	6.23
Durable	273.46	271.16	241.15	38.3	38.3	38.4	7.14	7.08	6.28
Nondurable	249.17	242.95	218.42	35.8	36.1	35.4	6.96	6.73	6.17
Food & Kindred	257.40	241.15	233.85	35.9	36.1	36.2	7.17	6.68	6.46
Printing & Publishing	216.14	216.80	202.29	33.1	33.2	33.0	6.53	6.53	6.13
Fargo-Moorhead SMSA									
Total Manufacturing	285.30	271.16	250.76	37.1	36.3	36.5	7.69	7.47	6.87
Durable	313.62	311.28	256.66	38.2	38.1	37.8	8.21	8.17	6.79
Nondurable	260.64	243.95	243.95	36.1	35.1	35.0	7.22	6.95	6.97

ESTIMATED LABOR TURNOVER

(per hundred employees)

Accession Rates

	Total			New Hires			Recalls		
	March 1981	Feb. 1981	March 1980	March 1981	Feb. 1981	March 1980	March 1981	Feb. 1981	March 1980
North Dakota									
Mining	4.5	2.6	4.0	3.7	2.4	2.3	0.7	0.2	0.3
Manufacturing	8.3	3.7	4.1	2.3	2.1	2.7	5.8	1.3	0.8
Fargo-Moorhead SMSA									
Manufacturing	7.1	4.4	3.5	3.4	3.4	2.5	3.2	0.5	0.5

Separation Rates

	Total			Quits			Layoffs		
	March 1981	Feb. 1981	March 1980	March 1981	Feb. 1981	March 1980	March 1981	Feb. 1981	March 1980
North Dakota									
Mining	2.2	2.2	3.3	1.6	0.7	2.8	0.1	0.4	0.1
Manufacturing	9.6	2.6	7.7	2.1	1.2	3.3	5.6	0.8	2.4
Fargo-Moorhead SMSA									
Manufacturing	9.6	6.6	7.5	1.0	1.3	2.6	5.8	3.4	3.8

NORTH DAKOTA
NONFARM WAGE AND SALARY EMPLOYMENT

	March 1981	Feb. 1981	March 1980	Percent Change from Feb. 1981	Percent Change from March 1980
TOTAL	**241,870**	**240,860**	**240,490**	**0.4**	**0.6**
MINING	**9,470**	**9,230**	**6,980**	**2.6**	**35.7**
Coal	1,190	1,210	1,090	−1.7	9.2
Crude Petroleum and Natural Gas	8,100	7,860	5,700	3.1	42.1
Other Mining	180	160	190	12.5	−5.3
CONSTRUCTION	**11,650**	**11,580**	**13,360**	**0.6**	**−12.8**
Building Construction	3,070	3,070	3,980	-0-	−22.9
Street, Highway and Heavy Construction	2,060	1,980	2,460	4.0	−16.3
Special Trade Construction	6,520	6,530	6,920	−0.2	−5.8
MANUFACTURING	**14,240**	**14,760**	**16,300**	**−3.5**	**−12.6**
Durable Goods	6,850	6,720	8,490	1.9	−19.3
Stone, Clay and Glass	510	480	710	6.3	−28.2
Primary and Fabricated Metals	640	640	770	-0-	−16.9
Machinery and Transportation Equipment	4,830	4,750	6,070	1.7	−20.4
Other Durable Goods	870	850	940	2.4	−7.4
Nondurable Goods	7,390	8,040	7,810	−8.1	−5.4
Food and Kindred Products	3,650	4,260	4,110	−14.3	−11.2
Dairy Products	880	870	840	1.1	4.8
Food Specialties, Sugar and Confectionery Products	1,210	1,770	1,700	−31.6	−28.8
Bakery Products	400	400	480	-0-	−16.7
Other Food and Kindred Products	1,160	1,220	1,090	−4.9	6.4
Printing and Publishing	2,140	2,140	2,120	-0-	0.9
Other Nondurable Goods	1,600	1,640	1,580	−2.4	1.3
TRANSPORTATION, COMMUNICATIONS, AND PUBLIC UTILITIES	**17,100**	**17,360**	**16,320**	**−1.5**	**4.8**
Transportation	9,350	9,630	8,650	−2.9	8.1
Railroads	3,670	3,650	3,210	0.5	14.3
Trucking and Warehousing	4,220	4,520	3,970	−6.6	6.3
Other Transportation	1,460	1,460	1,470	-0-	−0.7
Communications	3,850	3,840	3,930	0.3	−2.0
Public Utilities	3,900	3,890	3,740	0.3	4.3
WHOLESALE TRADE	**20,090**	**19,810**	**20,250**	**1.4**	**−0.8**
Durable Goods	10,310	10,110	10,770	2.0	−4.3
Nondurable Goods	9,780	9,700	9,480	0.8	3.2
RETAIL TRADE	**46,210**	**45,310**	**45,860**	**2.0**	**0.8**
General Merchandise	6,170	6,210	6,120	−0.6	0.8
Food Stores	6,260	6,260	6,150	-0-	1.8
Automotive Dealers and Service Stations	6,350	6,300	6,790	0.8	−6.5
Apparel and Accessory Stores	2,910	2,890	2,900	0.7	0.3
Other Retail	24,520	23,650	23,900	3.7	2.6
FINANCE, INSURANCE, AND REAL ESTATE	**11,600**	**11,570**	**11,290**	**0.3**	**2.7**
Finance	6,240	6,240	6,050	-0-	3.1
Banking	4,250	4,240	4,140	0.2	2.7
Other Finance	1,990	2,000	1,910	−0.5	4.2
Insurance	3,510	3,510	3,440	-0-	2.0
Real Estate	1,850	1,820	1,800	1.6	2.8
SERVICES	**49,870**	**49,520**	**48,560**	**0.7**	**2.7**
Lodging	4,440	4,390	4,210	1.1	5.5
Nursing and Personal Care	5,360	5,340	5,150	0.4	4.1
Hospitals	11,870	11,860	11,330	0.1	4.8
Other Medical	4,760	4,740	4,510	0.4	5.5
Other Services	23,440	23,190	23,360	1.1	0.3
GOVERNMENT	**61,640**	**61,720**	**61,570**	**−0.1**	**0.1**
Federal Government	9,180	9,310	9,540	−1.4	−3.8
State Government	17,380	17,350	17,160	0.2	1.3
Educational Services	11,260	11,250	11,160	0.1	0.9
Other State Government	6,120	6,100	6,000	0.3	2.0
Local Government	35,080	35,060	34,870	0.1	0.6
Educational Services	17,770	17,700	17,700	0.4	0.4
Other Local Government	17,310	17,360	17,170	−0.3	0.8

PRODUCER PRICE INDEX
UNITED STATES AVERAGE

(1967 = 100)	Annual Average 1980	March 1981	Feb. 1981	March 1980	Percentage Change from Feb. 1981	Percentage Change from March 1980
All Commodities	268.6	289.6	286.9	261.9	0.9	10.6
Farm Products and Processed Foods and Feeds	244.5	253.1	254.9	234.9	−0.7	7.7
Industrial Commodities	274.5	298.9	294.8	268.6	1.4	11.3

GLOSSARY OF TERMS

Civilian Labor Force—number of persons 16 years and older defined as employed or unemployed, excluding members of the Armed Forces.

Consumer Price Index (CPI)—a measure of the average change in prices over a period of time in a fixed market basket of goods and services. Changes are usually expressed in percentages. The following example illustrates the method used to calculate the percentage change using 211.5 as the "current index" and 209.1 as the "previous index":

Current index	211.5
Less previous index	209.1
Equals	2.4
Divide by the previous index	209.1
Equals	.011
Results multiplied by one hundred	.011x100
Equals percentage change	1.1

Covered Employment—employment that falls under coverage of the North Dakota Unemployment Compensation Law. At the present time only agriculture, the self-employed, students working for educational institutions, religious organizations, fully commissioned salesmen, and elected and appointed officials have significant numbers of non-covered workers.

Employed—those persons working for pay or profit during a week, or unpaid family workers working 15 hours or more during a week. Also included are those who, although not working, had some job attachment and were **not** looking for work. This involves persons temporarily absent from a job due to illness, bad weather, vacation or labor-management dispute, whether or not they were in a pay status during their time off.

Insured Unemployment—a count of persons who have filed claims for state job insurance benefits. An accurate comparison of data for the insured unemployed cannot be made if one period of time is prior to July 1, 1979, and the second period is after that date. This is due to the change in eligibility requirements mandated by the state legislature effective July 1, 1979.

Nonfarm Wage and Salary Employment-Establishment Data—refers to the number of jobs held rather than the number of people employed.

"p"—preliminary estimates subject to revision.

Producer Price Index (PPI)—measures average changes in prices received in primary markets of the United States by commodity producers in all stages of processing. These changes are usually expressed in percentages. The method of calculation is the same as used for the Consumer Price Index (See item 2).

Seasonally Adjusted Labor Force Series—to assist in evaluating the labor force, recurrent yearly employment and unemployment movements have been isolated and removed by the Bureau of Labor Statistics though a seasonal factor method.

Standard Metropolitan Statistical Area (SMSA)—(a) an area designated by the Office of Management and Budget with a central city of at least 50,000 inhabitants; or (b) a central city of at least 25,000 inhabitants but with a minimum of at least 50,000 when combined with adjacent populated areas, provided the county or counties in which the city and adjacent areas are located have a population of at least 75,000.

Unemployment—the number of persons who for an entire week did not work at all, were able to work and available for work, and (1) were looking for work or (2) would have looked for work except that (a) they were waiting to return to a job from which they had been laid off; or (b) they were waiting to report to a new wage and salary job scheduled to start within the following 30 days (and were not in school during the week).

Unemployment Rate—the number of unemployed expressed as a percent of the civilian labor force.

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Prairie Employer Review

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2nd in Series

Workaholics: A Case of Unhappy Neurotics or Satisfied Achievers?

Editor's Note: In the last issue of **PER**, *we introduced the subject of workaholism with a ten-point quiz. In the second part of this series, we'll further define and explore some negative and positive views of work addiction.*

The image of a workaholic is often one of an exhausted, unhappy executive, whose physical traits are typified by baggy eyes and an ulcer, and whose social life is a notch below that of a monk.

Not necessarily an accurate stereotype, say an increasing number of psychologists, researchers, and vocally defensive work addicts. Marilyn Machlowitz, a management psychologist with the New York Life Insurance Company who recently made an extensive study of the subject, claims many compulsive workers are not only more energetic and productive than the average eight-to-fiver, but are happier and healthier because of it.

Part of the bad press, according to Ms. Machlowitz, is a result of the term's origin. First coined about a decade ago, it is a takeoff on *alcoholic* that gives the connotation of an obsessive-compulsive personality. Despite the negative reputation, it is rapidly gaining acceptance in American vocabulary, and renewed interest among those who consider the work ethic in a decaying state.

PLEASE!
I CAN ONLY DO
TWELVE THINGS
AT ONCE!

Since workaholism is found among a bewildering array of personalities and occupations, no single definition is satisfactory. Nevertheless, several commonly held characteristics have been found by researchers among those individuals who would rather live to work than work to live.

For work addicts, it is not just the love of a particular job, but work in itself as an integral and inseparable part of their lives. With the capability of working anyplace at anytime, they put in incredibly long hours and manage with only a few hours of sleep and impatiently quick meals.

Day in and day out, these self-driven people display exceptional initiative, competitiveness, an encompassing grasp of job performance, and an intense desire to excel. Since every moment counts, they are time efficiency experts with a penchant for lists and such gadgets as penlights that write in the dark.

Business and pleasure merge into one for the work obsessed, which means vacations become business trips—if they are taken at all. Idleness in any form is both misery and a motivator to get back into the happy grind.

Workaholics are distinct from the moonlighter who is in need of extra income, the ambitious young executive looking for a promotion, or the masses of wage earners who are simply forced by economic times to try harder to stay ahead. Nor do they necessarily include the superwoman who must juggle corporate decisions by day and homemaking by night, or those career women putting in double time and effort to counter sexism on the job.

Workaholism is a psychological dependency totally aside from financial or job-security rationale, and usually transcends the need for personal relationships. Some experts suggest the workaholic is emotionally disturbed and unaware of his/her own symptoms or the problems they create. Even Machlowitz admits work addicts are motivated by insecurity, although she insists their feelings are ultimately channeled into something fulfilling and gratifying—work.

Because psychologists and psychiatrists in the past have dealt

(Continued on page 4)

Massaging New Info on the Unemployed

The term "massage," besides referring to the kneading of parts of the body to stimulate circulation and make muscles and joints supple, has gained popularity with statisticians and other information gatherers in a sense not officially defined by Webster's dictionary.

"Massaging the information" can be an attempt to get a fresh or more expanded perspective from available facts and figures. For research analysts at Job Service North Dakota, this has recently meant a new profile of the state's jobless workers.

One way to massage information is to relate seasonal or monthly changes from one year to the next. The latest March and April unemployment figures, when compared to the same period in 1980, already show significant short-term trends.

The number of people drawing unemployment benefits during March increased by 12.7 percent between 1980 and 1981, but a 16.1 percent decrease appeared between the two April figures. Between March and April a decrease in job insurance claimants is evident in both years, although it is more dramatic in 1981.

According to Warren Boyd, research analyst with Job Service, this collection of facts could point to better economic times. A normal seasonal upswing in job activity accounts for most of the unemployment decline during April. However, month-to-month and year-to-year comparisons are indicating a better employment situation this spring than was anticipated.

On the other hand, Boyd explains that part of the April decrease is the result of claimants having exhausted their benefits and no longer being included in data on the insured unemployed. The higher jobless figure in March, and the longer duration of unemployment found from last April to this year, could support that assumption. Those individuals drawing benefits 15 weeks or more rose from 28.2 percent of all claimants in April 1980 to 40.4 percent for April 1981.

"North Dakota claimants remained on-board longer because job opportunities were not opening up," Boyd stated, "although a turnaround on the problem seems to be occuring." Recent April and May figures show monthly decreases in the number of people with exhausted benefits as well as in the amount of initial applications for benefits.

Despite changes in total unemployment, individual characteristics of jobless workers were similar from one April to the next. The male/female split remained the same, with men averaging 82 percent of all claimants and females representing 18 percent. The theory that the high jobless rate for men is due to seasonal layoffs in male dominated industries, such as construction, is supported when looking at a month usually low in seasonal claims. September 1980 data calculates to a ratio of 64 percent males to 36 percent females.

Unemployment woes were not only more prevalent among males, but also continued to concentrate in the primary wage-earning years, according to breakouts by age. At least 70 percent of the claimants were 20 to 44 years old, followed by those 45 years and older at nearly 22 percent. The 16 to 19 age group recorded only 5.1 percent, but insured unemployment only counts those persons with sufficient wages and time in employment to qualify for benefits, so the statistics tend to exclude youth in temporary or part-time jobs.

Job Service has also started to compute crude industry employment rates, which are not strictly comparable to published unemployment rates, but provide insight to the relative well-being of various industrial sectors.

The energy boom was an obvious factor in the declining unemployment rate for mining, down to 2.5 percent in March 1981 from 3.4 percent in the previous year. Construction, which had a rough going last year, didn't show any improvement by going from last year's 23.6 percent to a 28.9 percent jobless rate in March 1981. The next largest unemployed increase was in manufacturing, which climbed to 8.6 percent from the 5.9 percent figured last March. All other industry rates varied upward slightly by .2 percent to .5 percent except government, which registerd no change.

The unemployment situation in the construction industry can be viewed from a number of perspectives, illustrating how differently figures can be massaged or interpreted. Although the industry's March 1981 unemployment rate of 28.9 percent was higher than a year ago, the percentage of all claimants from the construction industry was actually lower this March, going from 46.6 percent in 1980 to 44.9 percent.

The figures initially appear contradictory, although a basic conclusion can still be drawn: a greater number of construction workers were unemployed this year than last, but total unemployment from all business sectors increased by an even greater percentage.

Only part of the total economic picture is seen from these jobless figures, Boyd pointed out. Most of the data was first compiled in late 1979 and is still too new to develop as a historical reference. Interest rates, technology changes, and many other factors also come into play. Still, the data has proved valuable for comparing differences or consistant trends in the state's seasonal unemployment, especially in view of other changes in the business climate. "Hopefully, in time, this will help Job Service make economic interpretations that will in turn help private businesses and government plan for the future," he said.

Job Service's Soapbox Enthusiast for Employers

No one who has ever had the chance to visit with Leo Swenson doubts his soapbox enthusiasm for working with employers.

To listen to the new deputy executive director of Job Service North Dakota, developing a better link between government and private business is not simply political rhetoric. It represents a philosophy extolled by the Job Service veteran throughout his 24 years in employer relations and job placement. As of May 4, it also became a top priority in his recently found responsibility as second-in-charge of the state agency, and the administrative line-authority to its 15 local offices.

"You've got to have jobs before you can help job seekers," says Swenson of his belief in targeting on the employment needs of business owners as well as workers. "The two go hand in hand. If you effectively serve the employer community, you are also serving the applicant community," he stressed. Swenson feels his background adds to the commitment for greater private sector involvement that was brought to the agency by Shirley Peterson, the new executive director.

"Besides being directly involved with employers, I've trained agency personnel on job placement and employer relations, and how to relate our programs to their community interests," explained Swenson, whose state and local activities were complimented by a two-year stint with the Department of Labor in the Denver Regional Office.

Increasing executive support and staff training for the local offices, Swenson's second major goal, enhances the stepped-up effort towards greater public/private coordination. He feels this will help energize local employer committees throughout the state that were designed to advise Job Service staff, and will give impetus to such statewide efforts as labor-management information seminars on Job Service.

"In talking to employers about our programs and discussing their concerns, I found that many of them don't know a heck of a lot about Job Service," Swenson pointed out. "Once they learn what we can do, they're quite enthused about working with us—and that in turn just builds up my enthusiasm even more to go out and work with them."

Realizing negative attitudes are hard to displace, Swenson stated, "I've had employers tell me that when they first set up business in North Dakota, they were very reluctant to spend time with our local employer relations representatives. Their past experiences hadn't been that good. To find out our staff were willing to come to them, sit down and discuss their needs and problems, and send the qualified applicants they asked for, was quite a revelation. Now, some of the most cautious have become our staunchest supporters."

With plenty of short-term objectives to tackle, Swenson is keeping sight of crucial long-range accomplishments. "I've felt for a long time that Job Service has a real role to play in planning the state's economic development," Swenson mused. "Governor Olson has said that one of the things we have going for us in North Dakota is the productivity of our people. New industries find that out when they move here, but Job Service has a tough time convincing them that we have those good, productive people in our files, and can cut down applicant screening time for them."

To illustrate his point, Swenson recounted the time when he was manager of the Grafton Job Service office, and asked to participate in a meeting on economic development for the town of Drayton. "I told them (area businesspeople) what Job Service could do to help them, including labor market information, test selection, screening and referral of job applicants, nationwide recruiting, and our access to college graduates through offices at UND and NDSU. People were dumbfounded, because they had no idea that all these services were available. That was 20 years ago, when I got my inspiration that a solid information program for employers was needed.

"Today, we are fine-tuning an automated reporting system to the point where we will be able to provide instantaneous information for the employer," Swenson continued. "In the very near future, labor market data will be more readily available, allowing us to see where industry hiring is occuring, and what the labor supply is in a particular field or area. That's only part of what we can do to assist in economic planning."

Swenson admits that his convictions and optimism are not yet a shared consensus with the business community. "Employer relations doesn't respond well to a shotgun approach. We'll have to gain their confidence by showing that Job Service really does have the information and expertise to give them, and that we'll give it without a lot of bureaucratic runaround," he emphasized. "More and more employers say we are doing just that."

PRAIRIE EMPLOYER REVIEW

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JOB SERVICE North Dakota

Problems in Employee Relations

Working It Out

Can an ex-employee expect pay for unused vacation time?

The Situation:

Martha Gladden stepped timidly into supervisor Jim Schmalz's office at Woolcott Industries. "When you gave me two-weeks notice yesterday, I forgot to ask about the vacation time I've built up," stated Martha.

"Well, we expect you to clear away your paperwork first," he answered with a stern eye. "Under the circumstances, I rather question whether you should expect any free days off from us, but I'll check it out with the personnel officer."

When Martha picked up her check on the last workday, she noticed with a frown that the amount didn't include any reimbursement for the still unused vacation days. Assistance from the state Labor Department supported Miss Gladden's contention that she had earned vacation pay, and the dispute ended up in court.

Woolcott officials argued that no ex-employee who has been fired, as was Martha's case, deserves vacation days or pay for them—regardless of their previous position or seniority.

"Your personnel policy specifically gives two weeks off with salary after two years of consecutive employment, or cash in lieu of vacation time," Martha protested. "That includes me since I don't see any written exceptions to the policy. You didn't even give me a chance to use the time before I left."

The Result:

Martha Gladden gets her vacation pay. In 1975, the North Dakota Supreme Court ruled in a similar situation, where the employer was contractually bound by a policy which entitled its workers to paid vacation as a form of additional salary. If time-off is provided after a prescribed length of employment, the worker has a vested right to it. The point that reinforced Miss Gladden's argument was Woolcott's provision of alternative pay.

Comment:

The presumption that 'vacation earned is the same as pay earned' has been the guide in consistent rulings by the North Dakota Labor Department, says Deputy Commissioner Alex Schmalz. The rare exception is when the employer has a personnel policy, either written or set down by precedence, which prohibits vacation time or substitute pay for former employees.

Generally speaking, employers only tend to specify vacation rights in terms of job tenure, and do not consider the consequences when an employee is fired or quits just short of earning an additional day or week of leave. According to Schmalz, classified employees in state government as well as many workers for private companies are now being given full pay for vacation time not taken on an accumulated, pro-rated basis.

(WORKAHOLIC from page 1)

primarily with workaholics who had problems, the accepted thought generalized the few as the whole, thereby condemning all workaholics as dissatisfied, lonely, stressed-ridden individuals. New research, however, is showing as many fulfilled as frustrated work addicts exist. They are simply people who are perfectly satisfied with their work-lopsided environment.

Supporting this contention are health studies indicating that job-associated stress and anxiety may not be the result of workaholism, but illness stemming from job dissatisfaction. There is also growing evidence that the workaholic's dread of retirement, and consequent continued activity into old age, may actually contribute to longer, healthier lives.

If workaholics are content with their lot, the sentiment is not always shared by those surrounding and usually forced to support the habit. No doubt the bad reputation gained by workaholics is caused in part by the strain they place on co-workers, who resent the fast pace they are expected to match, and on the spouses and children who feel emotionally and physically abandoned.

These conflicts are reinforced by another classic characteristic—the probability that the workaholic will never change. Despite protestations of "I promise I'll slow down after this project" (or "after this promotion" or "in a few years"), the pattern usually continues. Unless the workaholic seeks professional guidance, psychologists say the next best solution is for the family and workaholic to accept and adjust to the situation.

In the next issue, Part 3—How to Survive Workaholism.

U.S. CONSUMER PRICE INDEX
ALL URBAN CONSUMERS

(1967=100)	Annual Average 1980	April 1981	March 1981	April 1980	Percent Change from March 1981	Percent Change from April 1980	Percent Change Projected on Annual Basis
All Items	246.8	266.8	265.1	242.5	0.6	10.0	7.4
Food & Beverage	248.0	265.7	265.0	242.8	0.3	9.4	3.7
Housing	263.3	284.8	282.6	257.9	0.8	10.4	10.0
Apparel and Upkeep	178.4	186.4	185.1	177.3	0.7	5.1	8.7
Transportation	249.7	275.3	273.5	246.8	0.7	11.5	8.7
Medical Care	265.9	287.0	284.7	262.0	0.8	9.5	10.0
Entertainment	205.3	219.2	218.2	202.5	0.5	8.2	6.2

CIVILIAN LABOR FORCE

	April 1981	March 1981	April 1980	Percent Change from March 1981	Percent Change from April 1980
UNITED STATES (In Thousands)					
Labor Force	106,722	106,176	103,412	0.5	3.2
Employment	98,976	98,412	96,566	0.6	2.5
Unemployment	7,746	7,764	6,846	−0.2	13.1
Unemployment Rate	7.3	7.3	6.6		
NORTH DAKOTA					
Labor Force	328,070	319,170	327,440	2.8	0.2
Employment	310,860	299,100	310,220	3.9	0.2
Unemployment	17,210	20,070	17,220	−14.3	−0.1
Unemployment Rate	5.2	6.3	5.3		
FARGO-MOORHEAD SMSA					
Labor Force	72,950	72,560	73,190	0.5	−0.3
Employment	68,990	67,830	69,110	1.7	−0.2
Unemployment	3,960	4,730	4,080	−16.3	−2.9
Unemployment Rate	5.4	6.5	5.6		
GRAND FORKS SMSA					
Labor Force	43,410	42,490	43,270	2.2	0.3
Employment	40,520	39,300	40,280	3.1	0.6
Unemployment	2,890	3,190	2,990	−9.4	−3.3
Unemployment Rate	6.7	7.5	6.9		

U.S. data seasonally adjusted; other data not seasonally adjusted.

NONFARM WAGE AND SALARY EMPLOYMENT

	April 1981	March 1981	April 1980	Percent Change from March 1981	Percent Change from April 1980
FARGO-MOORHEAD SMSA WAGE AND SALARY EMPLOYMENT					
TOTAL	**62,090**	**61,550**	**62,160**	**0.9**	**−0.1**
Construction and Mining	2,950	2,740	3,400	7.7	−13.2
Manufacturing	4,570	4,450	4,770	2.7	−4.2
Durable Goods	2,110	2,010	2,520	5.0	−16.3
Nondurable Goods	2,460	2,440	2,250	0.8	9.3
Food and Kindred Products	1,730	1,710	1,520	1.2	13.8
Other Nondurable Goods	730	730	730	-0-	-0-
Transportation, Comm. and Public Utilities	3,910	3,930	3,900	0.5	0.3
Wholesale Trade	6,190	6,140	6,190	0.8	-0-
Retail Trade	12,830	12,640	12,900	1.5	−0.5
Finance, Insurance, and Real Estate	3,780	3,770	3,810	0.3	−0.8
Services	14,440	14,300	13,870	1.0	4.1
Government	13,420	13,580	13,320	−1.2	0.8
Federal	2,110	2,120	2,250	−0.5	−6.2
State and Local	11,310	11,460	11,070	−1.3	2.2
GRAND FORKS SMSA WAGE AND SALARY EMPLOYMENT					
TOTAL	**36,880**	**36,340**	**36,610**	**1.5**	**0.7**
Construction and Mining	1,550	1,380	1,600	12.3	−3.1
Manufacturing	2,110	1,890	1,880	11.6	12.2
Transportation, Comm. and Public Utilities	2,740	2,820	2,640	−2.8	3.8
Wholesale Trade	2,210	2,120	2,230	4.2	−0.9
Retail Trade	8,160	7,920	8,420	3.0	−3.1
Finance, Insurance, and Real Estate	1,570	1,550	1,540	1.3	1.9
Services	7,350	7,380	7,200	−0.4	2.1
Government	11,190	11,280	11,100	−0.8	0.8

MANUFACTURING HOURS AND EARNINGS

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	April 1981	March 1981	April 1980	April 1981	March 1981	April 1980	April 1981	March 1981	April 1980
United States									
Total Manufacturing	312.04	310.82	279.35	39.7	39.9	39.4	7.86	7.79	7.09
Durable	337.28	337.37	301.64	40.2	40.5	39.9	8.39	8.33	7.56
Nondurable	273.15	272.22	246.13	38.8	39.0	38.7	7.04	6.98	6.36
Food & Kindred	290.38	286.16	262.58	39.4	39.2	38.9	7.37	7.30	6.75
Printing & Publishing	295.14	296.74	270.11	36.8	37.0	36.8	8.02	8.02	7.34
North Dakota									
Total Manufacturing	267.95	260.85	238.82	37.9	37.0	37.2	7.07	7.05	6.42
Durable	276.10	272.37	242.68	38.4	38.2	37.8	7.19	7.13	6.42
Nondurable	260.25	250.22	233.32	37.5	35.9	36.4	6.94	6.97	6.41
Food & Kindred	273.53	257.40	257.04	39.3	35.9	37.8	6.96	7.17	6.80
Printing & Publishing	219.72	217.47	203.18	32.6	33.1	33.2	6.74	6.57	6.12
Fargo-Moorhead SMSA									
Total Manufacturing	283.12	284.21	260.48	37.4	37.2	37.0	7.57	7.64	7.04
Durable	312.04	307.89	250.61	39.3	38.2	35.7	7.94	8.06	7.02
Nondurable	255.25	261.73	273.61	35.6	36.2	38.7	7.17	7.23	7.07

ESTIMATED LABOR TURNOVER

(per hundred employees)

Accession Rates

	Total			New Hires			Recalls		
	April 1981	March 1981	April 1980	April 1981	March 1981	April 1980	April 1981	March 1981	April 1980
North Dakota									
Mining	3.5	4.9	6.4	3.2	4.0	4.5	0.2	0.8	0.3
Manufacturing	7.0	8.4	5.9	3.2	2.2	2.2	3.4	5.9	3.2
Fargo-Moorhead SMSA									
Manufacturing	9.1	7.2	3.5	4.1	3.4	1.4	4.7	3.3	1.4

Separation Rates

	Total			Quits			Layoffs		
	April 1981	March 1981	April 1980	April 1981	March 1981	April 1980	April 1981	March 1981	April 1980
North Dakota									
Mining	3.7	2.4	4.0	2.7	1.7	1.2	0.0	0.1	0.7
Manufacturing	5.0	9.6	6.4	3.2	2.1	2.7	0.8	5.5	2.9
Fargo-Moorhead SMSA									
Manufacturing	3.6	11.1	11.7	1.3	1.1	1.9	0.2	7.2	8.5

NORTH DAKOTA
NONFARM WAGE AND SALARY EMPLOYMENT

				Percent Change from	
	April 1981	March 1981	April 1980	March 1981	April 1980
TOTAL	**245,150**	**241,340**	**244,450**	**1.6**	**0.3**
MINING	**9,460**	**9,270**	**7,180**	**2.0**	**31.8**
Coal	1,210	1,190	1,130	1.7	7.1
Crude Petroleum and Natural Gas	8,000	7,900	5,780	1.3	38.4
Other Mining	250	180	270	38.9	−7.4
CONSTRUCTION	**13,430**	**11,920**	**14,690**	**12.7**	**−8.6**
Building Construction	3,620	3,340	3,980	8.4	−9.0
Street, Highway and Heavy Construction	2,830	2,200	3,050	28.6	−7.2
Special Trade Construction	6,980	6,380	7,660	9.4	−8.9
MANUFACTURING	**14,870**	**14,400**	**15,680**	**3.3**	**−5.2**
Durable Goods	7,210	6,980	8,420	3.3	−14.4
Stone, Clay and Glass	760	580	860	31.0	−11.6
Primary and Fabricated Metals	640	630	740	1.6	−13.5
Machinery and Transportation Equipment	4,920	4,870	5,890	1.0	−16.5
Other Durable Goods	890	900	930	−1.1	−4.3
Nondurable Goods	7,660	7,420	7,260	3.2	5.5
Food and Kindred Products	3,820	3,650	3,510	4.7	8.8
Dairy Products	880	880	850	-0-	3.5
Food Specialties, Sugar and Confectionery Products	1,390	1,210	1,140	14.9	21.9
Bakery Products	400	400	460	-0-	−13.0
Other Food and Kindred Products	1,150	1,160	1,060	−0.9	8.5
Printing and Publishing	2,140	2,140	2,110	-0-	1.4
Other Nondurable Goods	1,700	1,630	1,640	4.3	3.7
TRANSPORTATION, COMMUNICATIONS, AND PUBLIC UTILITIES	**16,900**	**16,850**	**16,600**	**0.3**	**1.8**
Transportation	9,080	9,010	8,910	0.8	1.9
Railroads	3,580	3,580	3,430	-0-	4.4
Trucking and Warehousing	4,040	3,940	4,050	2.5	−0.2
Other Transportation	1,460	1,490	1,430	−2.0	2.1
Communications	3,900	3,930	3,910	−0.8	−0.3
Public Utilities	3,920	3,910	3,780	0.3	3.7
WHOLESALE TRADE	**20,480**	**20,050**	**20,470**	**2.1**	**-0-**
Durable Goods	10,530	10,310	10,770	2.1	−2.2
Nondurable Goods	9,950	9,740	9,700	2.2	2.6
RETAIL TRADE	**45,690**	**44,790**	**46,600**	**2.0**	**−2.0**
General Merchandise	5,820	5,800	5,990	0.3	−2.8
Food Stores	6,240	6,160	6,240	1.3	-0-
Automotive Dealers and Service Stations	6,380	6,350	6,790	0.5	−6.0
Apparel and Accessory Stores	2,860	2,810	2,920	1.8	−2.1
Other Retail	24,390	23,670	24,660	3.0	−1.1
FINANCE, INSURANCE, AND REAL ESTATE	**11,830**	**11,810**	**11,310**	**0.2**	**4.6**
Finance	6,430	6,420	6,040	0.2	6.5
Banking	4,320	4,320	4,120	-0-	4.9
Other Finance	2,110	2,100	1,920	0.5	9.9
Insurance	3,480	3,510	3,410	−0.9	2.1
Real Estate	1,920	1,880	1,860	2.1	3.2
SERVICES	**50,760**	**50,460**	**49,120**	**0.6**	**3.3**
Lodging	4,680	4,610	4,320	1.5	8.3
Nursing and Personal Care	5,390	5,360	5,180	0.6	4.1
Hospitals	11,860	11,880	11,330	−0.2	4.7
Other Medical	4,790	4,760	4,590	0.6	4.4
Other Services	24,040	23,850	23,700	0.8	1.4
GOVERNMENT	**61,730**	**61,790**	**62,800**	**−0.1**	**−1.7**
Federal Government	9,280	9,330	10,720	−0.5	−13.4
State Government	17,390	17,380	17,110	0.1	1.6
Educational Services	11,240	11,260	10,950	−0.2	2.6
Other State Government	6,150	6,120	6,160	0.5	−0.2
Local Government	35,060	35,080	34,970	−0.1	0.3
Educational Services	17,720	17,770	17,650	−0.3	0.4
Other Local Government	17,340	17,310	17,320	0.2	0.1

PRODUCER PRICE INDEX
UNITED STATES AVERAGE

(1967=100)	Annual Average 1980	April 1981	March 1981	April 1980	Percentage Change from April 1981	Percentage Change from March 1980
All Commodities	268.6	292.8	289.6	262.8	1.1	11.4
Farm Products and Processed Foods and Feeds	244.5	253.6	253.1	229.3	0.2	10.6
Industrial Commodities	274.5	302.8	298.9	271.3	1.3	11.6

GLOSSARY OF TERMS

Civilian Labor Force—number of persons 16 years and older defined as employed or unemployed, excluding members of the Armed Forces.

Consumer Price Index (CPI)—a measure of the average change in prices over a period of time in a fixed market basket of goods and services. Changes are usually expressed in percentages. The following example illustrates the method used to calculate the percentage change using 211.5 as the "current index" and 209.1 as the "previous index":

Current index	211.5
Less previous index	209.1
Equals	2.4
Divide by the previous index	209.1
Equals	.011
Results multiplied by one hundred	.011x100
Equals percentage change	1.1

Covered Employment—employment that falls under coverage of the North Dakota Unemployment Compensation Law. At the present time only agriculture, the self-employed, students working for educational institutions, religious organizations, fully commissioned salesmen, and elected and appointed officials have significant numbers of non-covered workers.

Employed—those persons working for pay or profit during a week, or unpaid family workers working 15 hours or more during a week. Also included are those who, although not working, had some job attachment and were **not** looking for work. This involves persons temporarily absent from a job due to illness, bad weather, vacation or labor-management dispute, whether or not they were in a pay status during their time off.

Insured Unemployment—a count of persons who have filed claims for state job insurance benefits. An accurate comparison of data for the insured unemployed cannot be made if one period of time is prior to July 1, 1979, and the second period is after that date. This is due to the change in eligibility requirements mandated by the state legislature effective July 1, 1979.

Nonfarm Wage and Salary Employment-Establishment Data—refers to the number of jobs held rather than the number of people employed.

"p"—preliminary estimates subject to revision.

Producer Price Index (PPI)—measures average changes in prices received in primary markets of the United States by commodity producers in all stages of processing. These changes are usually expressed in percentages. The method of calculation is the same as used for the Consumer Price Index (See item 2).

Seasonally Adjusted Labor Force Series—to assist in evaluating the labor force, recurrent yearly employment and unemployment movements have been isolated and removed by the Bureau of Labor Statistics though a seasonal factor method.

Standard Metropolitan Statistical Area (SMSA)—(a) an area designated by the Office of Management and Budget with a central city of at least 50,000 inhabitants; or (b) a central city of at least 25,000 inhabitants but with a minimum of at least 50,000 when combined with adjacent populated areas, provided the county or counties in which the city and adjacent areas are located have a population of at least 75,000.

Unemployment—the number of persons who for an entire week did not work at all, were able to work and available for work, and (1) were looking for work or (2) would have looked for work except that (a) they were waiting to return to a job from which they had been laid off; or (b) they were waiting to report to a new wage and salary job scheduled to start within the following 30 days (and were not in school during the week).

Unemployment Rate—the number of unemployed expressed as a percent of the civilian labor force.

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Prairie Employer Review

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Learning to Survive Workaholism

Editor's Note: In this third and last article on workaholism, we'll present some of the guidelines suggested by psychologists and management experts to help families, fellow employees, and work junkies themselves survive in a workaholic's world.

Probably the most important point that anyone can heed in learning to live with the work-obsessed is to recognize them for what they are — individuals whose lives center around their jobs to the point of addiction, and who feel little motivation to change that pattern.

Recent studies are finding out just how many problems are created for the suffering loved ones and job peers of workaholics, but they also indicate that a surprising number of work addicts are happy, healthy, and quite well-adapted to their lot. Consequently, the burden of responsibility falls on those surrounding them to adjust, or at least develop ways to cope with the situation.

For family members, getting involved in the workaholic's work life may be one way of minimizing the separation between home and career interests. A spouse who is willing to learn and discuss the workaholic's business may not only find it challenging and mutually gratifying, but feel more assured that the workaholic's mind hasn't wandered off to the office in the middle of every conversation.

Children also benefit from being exposed to their parents' work world through visits to the office, and books or toys that provide a connection to "what Daddy does at work." Workaholics who take the time to explain what their job involves not only help the kids understand why their parents are away from home so much, but also provide a practical course in career education.

Home life usually can't compete with work life for the hard-core work addict, but it can be a solid second-best. It is a case where quality does count more than quantity, or making the most of the time the workaholic spends away from the desk.

Scheduling the family into the workaholic's crowded calendar may seem a hard, but practical solution. It can mean setting up a special luncheon date during the day, buying the theatre tickets as well as planning the engagement, or reserving rooms for that weekend retreat. While vacations are a right earned by the family as well as the workaholic, the time away should be realistic in length and in the activities that will channel the worker's high energy level. Two weeks on the deck of a cruise ship would drive any workaholic without a briefcase crazy.

Handling household drudgery that the workaholic forgets or doesn't have time for is the other unpleasant side of the domestic coin. If the rest of the family is getting overloaded with house detail, or the workaholic is part of a dual-career couple, the theme should be "sharing, simplifying, and streamlining." Bills can be paid by phone; shopping done through catalogs; cooking accomplished through convenience foods; and household work delegated, done through paid services, or just placed on the back burner of priorities.

Of all the problems, feelings of abandonment may be one of the most dificult for the family to deal with. Those spouses who realize that they will be spending a lot of time alone, and take advantage of the independence to develop outside interests, may have a better long-term handle on the situation.

Finally, if the hassles start to look overwhelming, some hard decisions may have to be made. As Marilyn Machlowitz, a researcher on the subject and self-styled workaholic, explained, "Marriage is no longer mandatory, parenthood no longer obligatory, and divorce no longer unthinkable for many, many people." The supposed truism that opposites attract may not apply to workaholics. Some psychologists insist there are fewer problems when both spouses are workaholics.

Co-workers don't need guidelines on

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Proving Misconduct in Unemployment Disputes

Why should a business owner, who has just fired a worthless employee, have to pay taxes to support that individual during unemployment?

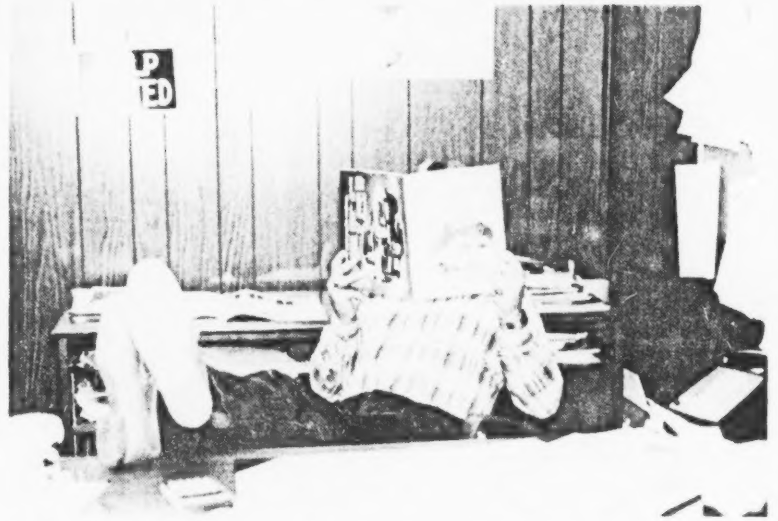
Unfair as it sounds to the average employer, many workers discharged from their jobs because of alleged misconduct do end up receiving job insurance payments. Of about 50,000 initial claims for benefits filed in North Dakota during 1980, slightly over 3,000 were embroiled in this issue. Only 24 percent of these disputes were finally found to involve misconduct and as a result meant denied benefits.

Most of the misunderstanding surrounding the subject concerns two main areas, says Don Hertz of Job Service North Dakota. According to the chief of benefits for the Job Insurance division, most people do not understand how the term misconduct is defined, or the basis for deciding when it has occurred in a job situation.

"Employers might fire anyone they choose," stated Hertz, "but Job Insurance staff are responsible under the law for determining if that termination makes the worker ineligible for benefits."

Although the term has not been described in Job Insurance law, a historic definition has gradually developed nationwide and been upheld in the courts. "It can mean the willful disregard of the employer's interest, a deliberate violation of the employer's rules, or a disregard of the standards of behavior expected by the employer," explained Hertz. "Misconduct also includes the worker who has been negligent to such a degree or recurrence as to show wrongful intent or substantial disregard for their duties or responsibilities to the employer."

A payroll clerk who was discharged because of the continued high incidence of "human" errors in preparing payrolls was cited as a case in point. "This individual was discharged for misconduct, and denied benefits, because as a former assistant bookkeeper she had been qualified to make the simple mathematical computations required for preparing payrolls," Hertz related. "The nature and frequency of the errors revealed continued carelessness and negligence on her part, detrimental to the employer's business, and despite disciplinary warnings."



On the other hand, an action is not considered misconduct because of mere inefficiency, unsatisfactory conduct, or the failure to perform well because of inability or incapacity. Errors of judgment or discretion meant in good faith are part of this exception.

An example is the trucker who was discharged under his company's policy for having three at-fault accidents during the last five years, although he had previously received awards for safe driving. It was not proven the claimant had shown misconduct connected with his work since the three isolated, trivial accidents did not involve substantial damage or indicate an intentional disregard of the employer's interest, explained Hertz.

Even with legal guidelines, Job Insurance staff have a large, gray area to cover in deciding whether an employee is actually involved in misconduct or just considered unsatisfactory. "We have to decide on a case-by-case basis, considering all the complexities," Hertz pointed out. "Ultimately, the burden of proof rests with the employer."

An employer can't simply dispute a claim because the worker has been 'no good' or didn't use common sense. It must be proven that the act was committed by the worker, the action was wrong, and that it was done intentionally and with knowing disregard."

Misconduct wasn't ruled in the disputed case of an assistant manager at a restaurant, who was discharged because he refused to contribute his equal share of a cash register shortage. Although the recently established rule had proved an effective method of reducing shortages, it was determined to be an unreasonable requirement that the employee use his own money to make up the employer's loss, since he had not been found responsible for it. If the person was shown to be at fault, Hertz concluded, the employer still needed to prove it was an intentional theft and not an inadvertent error.

The best safeguard of an employer's rights in these disputes is a good system of personnel policies and practices that clearly communicate the standards expected of a worker, and provide a means for evaluating the employee and documenting incidents of misconduct. "If a problem is tolerated over a period of time and no dissatisfaction is expressed by the employer, the worker may assume his or her action is considered reasonable and prudent," Hertz stated. "We've seen this occur with vacation policies, where a worker is used to taking leave at any time. When suddenly chastised

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Job Insurance Benefits: How Much is Too Much?

What is the magic figure for a benefit check that keeps an unemployed worker and his family from hardship, but prompts him to get back to work as quickly as possible? Only a few of the thousands of people in North Dakota who are affected by the annual adjustment in weekly job insurance payments have any inkling on how the change comes about, or why.

Basically, the increase in maximum and minimum weekly benefits that went into effect on July 1 ensure that this income replacement for the temporarily unemployed remains economically adequate. In other words, while benefits should not be excessive, they must at least be sufficient to relieve the potentially drastic cut in a jobless worker's standard of living.

To develop a balanced figure, Job Service North Dakota annually computes the average weekly wage of North Dakota workers and establishes benefit limits as a percentage of this. Until it again changes on July 1, 1982, the new maximum in benefits will be $156 each week, up from $143 in 1980. It will be bordered on the lower end by a minimum of $42, or $3 higher than last year. The average payment is projected to be $118, or an annual increase of slightly over 12 percent.

What does all this mean to potential claimants? Simply defined, the maximum figure is the highest weekly payment that an unemployed person can possibly qualify for and receive. On the other hand, some claimants may not even be able to meet the new minimum for benefits. If they worked on a temporary or part-time basis during the past year, their wages might not have been sufficient to qualify them under the revised schedule.

At this point, it would be appropriate to explain how the system works in determining the amount each job insurance claimant can potentially receive.

PRAIRIE EMPLOYER REVIEW

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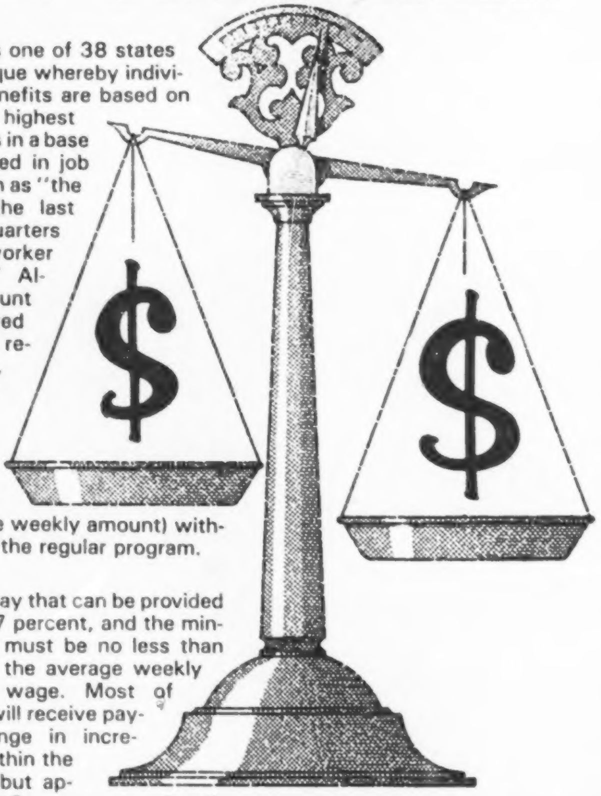

North Dakota is one of 38 states to use a technique whereby individual weekly benefits are based on the person's highest quarterly wages in a base period — defined in job insurance jargon as "the first four of the last five calendar quarters before the worker files a claim." Although the amount that unemployed workers can receive will vary, depending on each one's total base period wages, it cannot exceed 26 weeks (or 26 times the weekly amount) within a year under the regular program.

The maximum pay that can be provided each week is 67 percent, and the minimum payment must be no less than 18 percent, of the average weekly North Dakota wage. Most of those who file will receive payments that range in increments of $1 within the new schedule, but approximately 43 percent of all claimants will be eligible for the top amount.

The "average weekly wage" that has been frequently cited is prepared annually for the Job Insurance program, using reports on all workers who have earned wages during the preceding year in an industry or sector covered by job insurance laws. Since this encompasses nearly 66 percent of all employes in the state, the figure is considered fairly representative of salaried employment.

Recently calculated to be $232.09 in 1980, the wage figure has obviously increased each year, while the standard percentages applied to it for benefit guidelines are prescribed by law. The top lid of 67 percent has been in effect for several years, but until the state legislature changed the process for deriving the bottom 18 percent amount in 1979, the weekly minimum was continously set at $15. An overview of the state's experience with benefit payments shows the maximum weekly $107 set up in 1976 rose $36 by 1980; a 6.7 percent average annual rate of increase for the past five years.

Although job insurance is designed to be a fair wage replacement, those who have to survive on benefit checks would no doubt attest to the fact that almost every claimant hopes for a prompt return to employment. Unfortunately, this is not always realized because of North Dakota's sensitivity to such seasonal conditions as early and long winters, and such economic problems as record-high interest rates.

A brighter or at least less bleak side of the situation is that North Dakota claimants seem to have a better than average ratio of benefits to lost income when compared to claimants in many other states. This relieves some of the economic pressure on those individuals who are making the long, hard search for a job, and want to remain in the state.

Gleanings

Tom Haan

The preliminary figures are out for 1980 Per Capita Personal Income. North Dakota ranks 33rd with an income of $8,556. Minnesota ranked 17th at $9,519. . .Montana 34th with $8,445, and South Dakota 48th at $7,452. Alaska ranked first with $12,406. . .Mississippi brought up the bottom at $6,508. The national average was $9,458 which is about 10.5 percent higher than North Dakota. We also ranked 33rd in 1979 with an income of $7,774.

A ten-year comparison shows North Dakota increased 178 percent over 1970. . .in fact, we rank second in the nation. . .Wyoming was first with 191 percent. Minnesota and Montana increased 149 percent. . .South Dakota 140 percent. The consumer price index rose 112 percent during the same ten-year period.

Families should be better off in this decade. . .average income should rise by several thousand dollars. . .even **after** inflation. Husband-wife families will do the best. . .average income could rise as much as $6,000 for those headed by someone aged 45-54.

With the advent of corporate farming in North Dakota, it may be appropriate to take a good look at who owns the farmland. There's about 183 million acres of farmland in the Northern Plains which includes North and South Dakota, Kansas, Nebraska. . .average per farm is about 836 acres and there's over 218,000 farms. Fifteen percent of the land is owned by the top 1 percent of owners. . .32 percent owned by the top 5 percent. Nationally there's over one billion acres of farmland. . .44 percent of the owners are sole proprietors. . .44.1 percent are husband-wife teams. . .1.5 percent family corporations and 1 percent nonfamily corporations.

(DISPUTES from page 2)

for doing it, he doesn't understand why his behavior is now considered unacceptable and grounds for discharge."

Job dismissal is an unsavory situation for everyone concerned, and Job Insurance staff realize the frustration of employers who feel they shouldn't be liable for benefits to discharged workers. "It goes back to the basic premise of the job insurance program," explained Hertz, "which is the paying of benefits to insured workers who are out of work through no fault of their own. A very small percentage of claimants who are discharged because of unintentionally poor job performance, and not misconduct, are included in this intent. Part of the rationale is that the employer has assumed the responsibility of screening outpotentially problem applicants,such as those willing but incapable of doing the work."

(WORKAHOLIC from page 1)

living with workaholics, but still have to deal with these individuals during a major portion of the day — and often into the evening. Basically, the suggestions would apply to any situation involving a demanding boss:

First, know the written as well as unwritten rules of what is expected of you before you take the job, and find out the type of schedule and work hours your work will entail. Second, determine the limits of responsibility and overtime you think you can handle, especially if it means working on weekends or taking calls at home around midnight, and know your workaholic boss's workload peaks and how to respond to them. Finally, make sure you are going to be compensated for those efforts above and beyond the call of duty if you do accept the challenge of a job with a workaholic.

If there appears to be anyone who could benefit from guidelines, it is the workaholic. Yet, according to Machlowitz, "Workaholics definitely are not well-rounded people, but they've found their niche and love it."

She does have some tips, nevertheless, for those who might take the time to read them: Make sure the work you are doing suits you, considering the amount of personal life and time it takes up; try to expand your horizons a little outside of the job, and force yourself to take a vacation once in a while; don't marry someone who can't accept a workaholic's life; try to include your spouse and kids in what you do as much as possible; and above all, don't let the negative connotations of workaholism get you down — if you really love to work, then accept yourself for what you are.

U.S. CONSUMER PRICE INDEX ALL URBAN CONSUMERS

(1967=100)	Annual Average 1980	May 1981	April 1981	May 1980	Percent Change from April 1981	Percent Change from May 1980	Percent Change Projected on Annual Basis
All Items	246.8	269.0	266.8	244.9	0.8	9.8	10.0
Food & Beverage	248.0	265.4	265.7	244.1	−0.1	8.7	−1.2
Housing	263.3	288.5	284.8	261.7	1.3	10.2	16.8
Apparel and Upkeep	178.4	186.4	186.4	177.5	0.0	5.0	0.0
Transportation	249.7	277.8	275.3	249.0	0.9	11.6	11.4
Medical Care	265.9	289.0	287.0	263.4	0.7	9.7	8.7
Entertainment	205.3	220.3	219.2	204.0	0.5	8.0	6.2

CIVILIAN LABOR FORCE

	May 1981	April 1981	May 1980	Percent Change from April 1981	Percent Change from May 1980
UNITED STATES (In Thousands)					
Labor Force	107,406	106,722	105,060	0.6	2.2
Employment	99,235	98,976	97,116	0.3	2.2
Unemployment	8,171	7,746	7,944	5.5	2.9
Unemployment Rate	7.6	7.3	7.6		
NORTH DAKOTA					
Labor Force	341,570	328,100	341,980	4.1	−0.1
Employment	325,990	310,890	326,590	4.9	−0.2
Unemployment	15,580	17,210	15,390	−9.5	1.2
Unemployment Rate	4.6	5.2	4.5		
FARGO-MOORHEAD SMSA					
Labor Force	74,580	73,080	74,170	2.1	0.6
Employment	70,820	69,120	70,700	2.5	0.2
Unemployment	3,760	3,960	3,470	−5.1	8.4
Unemployment Rate	5.0	5.4	4.7		
GRAND FORKS SMSA					
Labor Force	44,300	43,400	44,380	2.1	−0.2
Employment	41,520	40,510	41,630	2.5	−0.3
Unemployment	2,780	2,890	2,750	−3.8	1.1
Unemployment Rate	6.3	6.7	6.2		

U S. data seasonally adjusted; other data not seasonally adjusted.

NONFARM WAGE AND SALARY EMPLOYMENT

	May 1981	April 1981	May 1980	Percent Change from April 1981	Percent Change from May 1980
FARGO-MOORHEAD SMSA WAGE AND SALARY EMPLOYMENT					
TOTAL	**63,050**	**62,200**	**62,690**	**1.4**	**0.6**
Construction and Mining	3,530	2,980	4,010	18.5	−12.0
Manufacturing	4,720	4,650	4,760	1.5	−0.8
Durable Goods	2,210	2,140	2,490	3.3	−11.2
Nondurable Goods	2,510	2,510	2,270	-0-	10.6
Food and Kindred Products	1,730	1,730	1,540	-0-	12.3
Other Nondurable Goods	780	780	730	-0-	6.8
Transportation, Comm. and Public Utilities	3,960	3,910	3,950	1.3	0.3
Wholesale Trade	6,310	6,190	6,170	1.9	2.3
Retail Trade	12,950	12,830	12,780	0.9	1.3
Finance, Insurance, and Real Estate	3,760	3,780	3,810	−0.5	−1.3
Services	14,360	14,460	13,820	−0.7	3.9
Government	13,460	13,400	13,390	0.4	0.5
Federal	2,100	2,110	2,320	−0.5	−9.5
State and Local	11,360	11,290	11,070	0.6	2.6
GRAND FORKS SMSA WAGE AND SALARY EMPLOYMENT					
TOTAL	**37,300**	**36,880**	**37,270**	**1.1**	**0.1**
Construction and Mining	1,810	1,550	1,910	16.8	−5.2
Manufacturing	2,100	2,110	2,150	−0.5	−2.3
Transportation, Comm. and Public Utilities	2,730	2,740	2,630	−0.4	3.8
Wholesale Trade	2,240	2,210	2,250	1.4	−0.4
Retail Trade	8,200	8,160	8,400	0.5	−2.4
Finance, Insurance, and Real Estate	1,600	1,570	1,570	1.9	1.9
Services	7,440	7,350	7,280	1.2	2.2
Government	11,180	11,190	11,080	−0.1	0.9

MANUFACTURING HOURS AND EARNINGS

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	May 1981	April 1981	May 1980	May 1981	April 1981	May 1980	May 1981	April 1981	May 1980
United States									
Total Manufacturing	317.19	312.44	280.21	40.1	39.7	39.3	7.91	7.87	7.13
Durable	344.73	338.92	301.72	40.7	40.3	39.7	8.47	8.41	7.60
Nondurable	277.85	273.15	248.45	39.3	38.8	38.7	7.07	7.04	6.42
Food & Kindred	292.64	289.64	270.75	39.6	39.3	39.7	7.39	7.37	6.82
Printing & Publishing	300.58	295.57	274.54	37.2	36.9	36.9	8.08	8.01	7.44
North Dakota									
Total Manufacturing	266.49	265.41	245.10	37.8	37.7	38.0	7.05	7.04	6.45
Durable	280.58	273.98	256.13	38.7	38.0	38.4	7.25	7.21	6.67
Nondurable	252.77	257.25	232.25	36.9	37.5	37.4	6.85	6.86	6.21
Food & Kindred	261.80	273.14	247.17	38.5	39.3	38.5	6.80	6.95	6.42
Printing & Publishing	218.99	219.72	217.43	32.3	32.6	34.9	6.78	6.74	6.23
Fargo-Moorhead SMSA									
Total Manufacturing	282.22	278.94	266.44	36.7	36.8	37.9	7.69	7.58	7.03
Durable	305.37	304.07	274.77	37.7	38.2	38.7	8.10	7.96	7.10
Nondurable	258.47	254.89	256.41	35.7	35.5	37.0	7.24	7.18	6.93

ESTIMATED LABOR TURNOVER

(per hundred employees)

Accession Rates

	Total			New Hires			Recalls		
	May 1981	April 1981	May 1980	May 1981	April 1981	May 1980	May 1981	April 1981	May 1980
North Dakota									
Mining	7.3	3.5	7.3	6.6	3.3	6.9	0.7	0.2	0.2
Manufacturing	6.2	7.0	5.6	2.7	3.2	3.3	3.3	3.5	2.1
Fargo-Moorhead SMSA									
Manufacturing	8.3	9.2	11.4	3.1	4.1	2.6	4.7	4.8	8.2

Separation Rates

	Total			Quits			Layoffs		
	May 1981	April 1981	May 1980	May 1981	April 1981	May 1980	May 1981	April 1981	May 1980
North Dakota									
Mining	2.5	3.7	0.9	2.3	2.7	0.7	0.0	0.0	0.0
Manufacturing	6.4	5.0	8.8	2.7	3.2	2.6	3.2	0.8	5.5
Fargo-Moorhead SMSA									
Manufacturing	2.9	3.6	8.4	1.9	1.3	1.9	0.3	0.4	5.7

NORTH DAKOTA
NONFARM WAGE AND SALARY EMPLOYMENT

				Percent Change from	
	May 1981	April 1981	May 1980	April 1981	May 1980
TOTAL	**249,440**	**245,180**	**248,800**	**1.7**	**0.3**
MINING	**10,000**	**9,450**	**7,570**	**5.8**	**32.1**
Coal	1,220	1,210	1,150	0.8	6.1
Crude Petroleum and Natural Gas	8,470	7,990	6,060	6.0	39.8
Other Mining	310	250	360	24.0	−13.9
CONSTRUCTION	**15,240**	**13,430**	**17,300**	**13.5**	**−11.9**
Building Construction	3,840	3,640	4,270	5.5	−10.1
Street, Highway and Heavy Construction	3,990	2,810	4,890	42.0	−18.4
Special Trade Construction	7,410	6,980	8,140	6.2	−9.0
MANUFACTURING	**15,040**	**14,930**	**15,390**	**0.7**	**−2.3**
Durable Goods	7,410	7,270	7,920	1.9	−6.4
Stone, Clay and Glass	920	760	1,020	21.1	−9.8
Primary and Fabricated Metals	630	640	700	−1.6	−10.0
Machinery and Transportation Equipment	4,960	4,980	5,330	−0.4	−6.9
Other Durable Goods	900	890	870	1.1	3.4
Nondurable Goods	7,630	7,660	7,470	−0.4	2.1
Food and Kindred Products	3,820	3,820	3,750	-0-	1.9
Dairy Products	910	880	890	3.4	2.2
Food Specialties, Sugar and Confectionery Products	1,330	1,390	1,250	−4.3	6.4
Bakery Products	400	400	480	-0-	−16.7
Other Food and Kindred Products	1,180	1,150	1,130	2.6	4.4
Printing and Publishing	2,130	2,140	2,120	−0.5	0.5
Other Nondurable Goods	1,680	1,700	1,600	−1.2	5.0
TRANSPORTATION, COMMUNICATIONS, AND PUBLIC UTILITIES	**17,100**	**16,870**	**16,900**	**1.4**	**1.2**
Transportation	9,190	9,040	9,070	1.7	1.3
Railroads	3,670	3,580	3,520	2.5	4.3
Trucking and Warehousing	4,100	4,040	4,120	1.5	−0.5
Other Transportation	1,420	1,420	1,430	-0-	−0.7
Communications	3,920	3,900	3,920	0.5	-0-
Public Utilities	3,990	3,930	3,910	1.5	2.0
WHOLESALE TRADE	**20,590**	**20,430**	**20,580**	**0.8**	**-0-**
Durable Goods	10,660	10,530	10,750	1.2	−0.8
Nondurable Goods	9,930	9,900	9,830	0.3	1.0
RETAIL TRADE	**46,610**	**45,730**	**47,310**	**1.9**	**−1.5**
General Merchandise	5,900	5,870	5,930	0.5	−0.5
Food Stores	6,310	6,240	6,320	1.1	−0.2
Automotive Dealers and Service Stations	6,390	6,380	6,670	0.2	−4.2
Apparel and Accessory Stores	2,870	2,860	2,880	0.3	−0.3
Other Retail	25,140	24,380	25,510	3.1	−1.5
FINANCE, INSURANCE, AND REAL ESTATE	**11,900**	**11,830**	**11,390**	**0.6**	**4.5**
Finance	6,440	6,430	6,080	0.2	5.9
Banking	4,330	4,320	4,160	0.2	4.1
Other Finance	2,110	2,110	1,920	-0-	9.9
Insurance	3,500	3,480	3,410	0.6	2.6
Real Estate	1,960	1,920	1,900	2.1	3.2
SERVICES	**51,130**	**50,780**	**49,450**	**0.7**	**3.4**
Lodging	4,760	4,680	4,410	1.7	7.9
Nursing and Personal Care	5,490	5,390	5,300	1.9	3.6
Hospitals	11,890	11,870	11,410	0.2	4.2
Other Medical	4,820	4,790	4,590	0.6	5.0
Other Services	24,170	24,050	23,740	0.5	1.8
GOVERNMENT	**61,830**	**61,730**	**62,910**	**0.2**	**−1.7**
Federal Government	9,340	9,280	10,270	0.6	−9.1
State Government	17,260	17,390	17,290	−0.7	−0.2
Educational Services	10,950	11,240	10,800	−2.6	1.4
Other State Government	6,310	6,150	6,490	2.6	−2.8
Local Government	35,230	35,060	35,350	0.5	−0.3
Educational Services	17,630	17,720	17,480	−0.5	0.9
Other Local Government	17,600	17,340	17,870	1.5	−1.5

PRODUCER PRICE INDEX
UNITED STATES AVERAGE

(1967=100)	Annual Average 1980	May 1981	April 1981	May 1980	Percentage Change from May 1981	Percentage Change from April 1980
All Commodities	268.6	293.7	292.8	264.2	0.3	11.2
Farm Products and Processed Foods and Feeds	244.5	252.6	253.6	233.8	−0.4	8.0
Industrial Commodities	274.5	304.1	302.8	271.9	0.4	11.8

GLOSSARY OF TERMS

Civilian Labor Force—number of persons 16 years and older defined as employed or unemployed, excluding members of the Armed Forces.

Consumer Price Index (CPI)—a measure of the average change in prices over a period of time in a fixed market basket of goods and services. Changes are usually expressed in percentages. The following example illustrates the method used to calculate the percentage change using 211.5 as the "current index" and 209.1 as the "previous index":

Current index	211.5
Less previous index	209.1
Equals	2.4
Divide by the previous index	209.1
Equals	.011
Results multiplied by one hundred	.011x100
Equals percentage change	1.1

Covered Employment—employment that falls under coverage of the North Dakota Unemployment Compensation Law. At the present time only agriculture, the self-employed, students working for educational institutions, religious organizations, fully commissioned salesmen, and elected and appointed officials have significant numbers of non-covered workers.

Employed—those persons working for pay or profit during a week, or unpaid family workers working 15 hours or more during a week. Also included are those who, although not working, had some job attachment and were **not** looking for work. This involves persons temporarily absent from a job due to illness, bad weather, vacation or labor-management dispute, whether or not they were in a pay status during their time off.

Insured Unemployment—a count of persons who have filed claims for state job insurance benefits. An accurate comparison of data for the insured unemployed cannot be made if one period of time is prior to July 1, 1979, and the second period is after that date. This is due to the change in eligibility requirements mandated by the state legislature effective July 1, 1979.

Nonfarm Wage and Salary Employment-Establishment Data—refers to the number of jobs held rather than the number of people employed.

"p"—preliminary estimates subject to revision.

Producer Price Index (PPI)—measures average changes in prices received in primary markets of the United States by commodity producers in all stages of processing. These changes are usually expressed in percentages. The method of calculation is the same as used for the Consumer Price Index (See item 2).

Seasonally Adjusted Labor Force Series—to assist in evaluating the labor force, recurrent yearly employment and unemployment movements have been isolated and removed by the Bureau of Labor Statistics though a seasonal factor method.

Standard Metropolitan Statistical Area (SMSA)—(a) an area designated by the Office of Management and Budget with a central city of at least 50,000 inhabitants; or (b) a central city of at least 25,000 inhabitants but with a minimum of at least 50,000 when combined with adjacent populated areas, provided the county or counties in which the city and adjacent areas are located have a population of at least 75,000.

Unemployment—the number of persons who for an entire week did not work at all, were able to work and available for work, and (1) were looking for work or (2) would have looked for work except that (a) they were waiting to return to a job from which they had been laid off; or (b) they were waiting to report to a new wage and salary job scheduled to start within the following 30 days (and were not in school during the week).

Unemployment Rate—the number of unemployed expressed as a percent of the civilian labor force.

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Prairie Employer Review

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Job Trends of the State's Biggest Employer: Government

When considering that nearly 61,000 people held government jobs in North Dakota this year, or almost one quarter of all non-farm wage and salary employment, you realize how big a role government plays in our state's economy.

Although the numbers are likely to remain constant during the year, characteristics of this workforce could very well change. Recently, economic analysts and local staff from Job Service North Dakota came up with some figures and 'guesstimates' on the future of the public job sector, based on historical trends and current economic observations.

One fact that came to light is that 8,500 or 14 percent of all civil servants in North Dakota represent state and local elected officials. A further breakdown indicates there are 9,590 federal workers, 16,460 state employees, and 34,540 people on city and county payrolls.

Occupations in each level tend to be concentrated within two broad classifications: the relatively well paid and higher educated managerial and professional positions, or the least well paid service and clerical classes. The greatest proportion, or 40 percent, of all federal employment is made up of services and clerical positions, compared to 36 percent of the state and local jobs.

In managerial and professional positions, nearly 36 percent of all federal workers and 46 percent of the state and local public service employees are in this category. It appears as if state and municipal employment is weighted towards higher status jobs, but average earnings are also lower than they are in federal employment.

Recent budgetary belt tightening by state and federal programs has inadvertently highlighted another trend: staffing patterns in government are not a mirror image of what they are in the private sector.

To illustrate, assume North Dakota has an across-the-board 5 percent cutback in federal workers during 1982. This would cause 500 workers to become unemployed. As indicated earlier, 40 percent or 200 layoffs would be in service or clerical occupa-

(Continued on page 2)

If You Need a Speaker. . .

If you are setting up a conference for your company or trade association, and need a speaker on employment and economic developments in the state, Job Service North Dakota would be happy to fill the bill — at no cost to you.

You can arrange for a presentation on the most recent job insurance legislation, or have someone answer other questions about unemployment benefits and tax rates. Executive Director Shirley Peterson and a number of specialists are also available to explain such services as employment testing and recruitment assistance for employers, or provide information on the labor market and economic indicators for North Dakota.

To gain a speaker on these topics or for that overview of what Job Service is all about, call Tom Hann, Information Director for Job Service North Dakota, at 701-224-3106. Of course, a good resource is within your reach by contacting one of the 15 local Job Service offices nearest to you.

(GOVERNMENT from page 1) tions. Another 24 percent or 120 people would be from the technical and maintenance/production fields, and the remaining 180 employees would leave the managerial level.

On the other hand, job openings in the private sector in 1982 are not likely to be proportional to the available skills of this group. Service and clerical jobs, as well as professional and managerial positions, will each account for only 25 percent of the openings. About 33 percent of the demand will be in technical and maintenance/production, so former federal employees could be more readily absorbed in these positions.

Despite a forecasted increase of 8,900 jobs for next year, the difference in occupational patterns between the public and private sector could mean that a significant number of laid off federal employees would have skills only marginally required in the outside business world.

Moreover, odds are that available jobs in the private sector could be less attractive to many of these workers because of such factors as relocation problems or lower pay scales. In 1979, the gross average monthly earnings for all wage and salary employment in the state were only 74.1 percent of the earnings in federal employment.

While public employment represents a sizeable portion of the North Dakota workforce, its growth has not been dramatic. This may be due to the philosophy that government represents a human service, and as such its employment is expected to reflect, at least partially, changing population circumstances. North Dakota's population has increased from 617,661 to 652,473 since 1970, while government employment grew from 49,240 to 60,960. In short, public jobs rose at a near constant rate, relative to population, from .08 to .093 jobs per North Dakotan. In the private service industry, by contrast, jobs increased by a substantial rate, rising from .043 to .076 jobs per North Dakotan.

If the historical population trend is extended through the early 1980s, research analysts expect to see a shifting in staffing patterns and in the structure of state and local government, rather than a radical change in size. Census data for the last decade shows that most major cities and energy development counties registered substantial population increases; but 35 of 53 counties lost population, primarily in the south-central and deep southwestern part of the state.

Many economists feel that despite a long-standing, bureaucratic reluctance to retire ineffecient government and institutional structures, the economics of population loss and age structure changes will call for a decline in government employment in the majority of the state's rural counties.

Overall, the combined effect of historical trends and federal budget restrictions are likely to lead to a net constant employment level in 1982. Coupled with other unpredictable but important factors, such as inflation and political changeovers, more long-term changes are inevitable for the geographical, organizational, and occupational restructure of government jobs in the 1980s.

Ag Women Show Up In New Numbers, New Roles

Is the gathering interest on women in farm employment a sign of major social and labor shifts in this industry, or just a new twist on an old story?

Economists, academicans, and business forecasters are claiming that more women are returning to the soil, or at least, expanding their expertise in a variety of previously male-only agricultural occupations. U.S. agriculture is gaining critical economic importance in the 1980s, they predict, and its healthy job market will lure more skilled and educated women as well as men into the clean air of rural living.

So far, the trend doesn't seem to be strongly supported by state or regional statistics. The breakdown of farm employment and ownership by sex is primarily limited to a few national census reports, but more in-depth studies of women and their role in agriculture may soon be available, including one through the U.S. Department of Agriculture.

Available facts actually show total farm employment on the state and national level as relatively stable over the past decade, with North Dakota's set at 52,300 in 1980. On the other hand, agri-economists say worker characteristics indicate more women are self-employed or working in wage and salary jobs on farms than ever before. In 1978, 927 out of 40,245 farm proprietors in North Dakota were female, but as one agricultural researcher put it, "That doesn't reflect the large numbers of farm wives who handle much of the work and decision-making roles with their husbands."

One of the best indicators seems to be female enrollments in agricultural colleges. Peter Nystuen, recently retired associate dean for the College of Agriculture at North Dakota State University, says the number of women studying agricultural subjects has grown dramatically in recent years. Women accounted for 20 percent of the college's agricultural enrollment this spring.

Nystuen says his records show females are scattered through every field of study, from animal science and horticulture, to agri-economics and bacteriology. Placement figures last year indicated 35 percent of the female graduates went directly into farming and ranching. Another 13 percent took advanced studies, 10 percent are in ag-related government work, and another 30 percent went into private agribusiness. This spring, women graduates found such placements as a marketing researcher, partnership in a cattle buying operation, field representative for a farm chemical company, promotion director for a fair association, and as a student in veterinarian science.

Many women are still taking on the hard work of farm operation, and may be doing so in greater numbers. However, the infusion of highly educated, and probably better paid, women in other agricultural occupations, may indeed reflect the shift to new roles and responsibilities of women in agriculture's future.

The Monitor/Advocate as Middleman

Just Because I Handle Worker Complaints Doesn't Mean I'm Out to Get Your Company

By Bert McGannon

"What do you mean, this complaint will be handled by the State Monitor/Advocate?"

It's a question naturally asked of a local Job Service manager when an employer is told that one of his or her employees has filed a complaint against their company.

As the State Monitor/Advocate with Job Service North Dakota, I'm the one who deals with these cases — serving as the middleman in complaints ranging from poor working conditions, overtime, and racial or sexual harassment, to wage and hour disputes or family feuds.

If you're an employer, you probably feel there is no way that you could come out on top of such a situation. In your eyes, I'm an enforcer wielding the proverbial big club, from an agency whose primary task is to create more government red tape and hassles for the private business owner.

That's simply not the case. It's my job to be a good listener and see that both sides are treated fairly; and after several years as an arbitrator, I can justly say that I've gained the confidence and respect of both business owners and workers throughout North Dakota.

Admittedly, I operate with a bureaucratic maze of details. However, the regulations I must follow are really meant to ensure that Job Service keeps on the right track when providing its labor market services.

Handling disputes between migrant workers and farmers is the Monitor/Advocate's duty.

My position exists because of a court order issued to the Department of Labor in 1973 by U.S. District Court Judge Charles Richey. All Job Service agencies throughout the nation were required to establish an effective complaint system to prevent the exploitation of migrant farmworkers. Since that time, the intent has steamrolled into every section of Job Service's activities that involve job orders or employment-related laws.

PRAIRIE EMPLOYER REVIEW

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JOB SERVICE North Dakota

Bear in mind, not every worker complaint lands on my desk. Only if you have received your employees through a job order with Job Service, or are involved in a written agreement such as an on-the-job training contract with Job Service, do I handle the dispute. When a worker has located a job on their own initiative, and wishes to file a complaint, I will refer them to the state or federal agency that has jurisdiction over the case. Except for this assistance, Job Service takes no further action.

Just because a complaint is filed against you, don't assume you will be branded as guilty or entangled in a lengthy legal dispute. Surprisingly, the complainant is wrong in many cases, although both sides certainly can gain from the experience. Most cases involve wage and hour disputes, and frankly, often come about because of runaway tempers or lack of knowledge about the law.

I first get involved in the process if a local Job Service manager isn't able to resolve the problem. Both parties are asked to meet with me and discuss the situation, and usually, a mutually satisfactory agreement results. When that doesn't come about, it's my responsibility to advise the complainant of the alternatives.

For example, they may be told how to obtain a private attorney, or to contact the Legal Assistance of North Dakota, Migrant Legal Services, and if appropriate, the North Dakota Labor Department, Federal Wage and Hour Division, OSHA, the State Health Department, and so forth. Basically, it depends upon the nature of the complaint as to whom we refer them. I am no longer directly involved after this point, but the Regional Monitor/Advocate in Denver, Colorado, is notified and a tracking is made as to how the complaint is finally resolved.

Keep in mind, Job Service is not an enforcement agency, and doesn't become involved in complicated legal disputes. True, worker rights are the bottom line in the issue; but Job Service could not give the best employment services possible without protecting the rights of both employers and job seekers.

To illustrate, an incident recently took place where a migrant family informed the local Job Service manager that they were refused completion of their hoeing contract with a beet grower. When I approached the grower, he explained that the family had been a good crew, finishing the field much more quickly than he expected. While they had done an excellent job, he still wanted to wait until the weeds were again at a certain height before allowing the workers in for a second hoeing.

The meeting that took place between

(Continued on page 4)

Gleanings

Tom Haan

The farm situation appears to be improving. . .crop prices are holding fairly steady. . .weather both here and abroad could cause some fluctuations but it's expected prices later this year will remain as high as a year ago . . .should average 10 to 15 percent higher for the year than in '80.

Cash receipts will be up for '81 . . .both crop and livestock. Volume of marketing will decline but that's offset by higher prices. . .all things considered, net farm income could increase up to $5 billion over last year's $22 billion.

Consumers will pay more for food this year. . .up 9 to 11 percent over '80 . . .meat prices will show the sharpest increase led by pork.

Figures now support what we already knew. . .more mothers working than ever before. . .by early '80 over 17 million with children under age 18 . . .up 44 percent over 1970. Between '71 and '80, women entered the labor force at an average of over 1 million net additions each year. More and more children are dependent on mom for their support. . .in early '80, 1 out of 4 children lived in families where dad was absent, unemployed, or out of the labor force.

More women sitting on corporate boards now. . .one recent study surveyed 441 of the largest U.S. corporations. . .found 155 women directors in 188 positions. . .amounts to 3 percent of all directorships in '79 . . .this is a 50 percent increase over '77. Greatest participation was in the retailing, life insurance, and banking industries. A few corporations had 2 or 3 female directors but over 88 percent only had one. Most of the women were outside or independent directors . . .over half had academic or nonbusiness backgrounds. . .over 22 percent were bankers or executives of other firms.

(MIDDLEMAN from page 3)

the workers and employer was not, to say the least, very pleasant because of the misunderstandings and misinterpretations that had occurred before my arrival. A circus of several languages prevailed, with both side suspicious about getting the raw end of the deal.

To summarize a long day of feuding, the Job Service office found other acreage in the area was available for hoeing, and the migrant workers could obtain this work. In the interim, the grower would let them remain in his housing until his fields were again ready. Everyone was satisfied with the arrangement, and the ordeal ended with only a few frayed nerves.

Although I have cited an agricultural setting, my peace-keeping duties are not limited to this area. It could take place in a factory, small grocery store, hospital, or in fact, anywhere there is a work-related complaint. It could happen to your neighbor, or to you.

Right now, I can visualize an employer saying, "Well, if that's the case, why should I place any job orders with Job Service?" The fact is, with me, you have a middleman concerned with everyone's rights — instead of being forced into the expensive alternative of retaining an attorney.

I'm there to help you solve grievances or learn about worker options that you honestly didn't know existed, or find out about working conditions that are adversely affecting your operation. In general, the complaint could very well bring about a better understanding between your company your employees, and Job Service.

I also try to give employers some important points to remember that may save them a lot of unnecessary headaches: Whether or not an employee has done satisfactory work, if they have performed the job unsupervised, he or she may have a case should you refuse full payment of wages. Be careful of verbal contracts without witnesses, and try to keep your working conditions as you would want them for yourself. Finally, keep abreast of laws that pertain to your workers' rights, especially since new ones can catch all of us off guard.

I'm under some tough federal guidelines, and I may not always do what you expect, but I intend to be reasonable and give you a chance to speak your piece. You are already forced to answer to a lot of bureaucratic hodgepodge, so I don't intend to throw government jargon at you or intimidate you.

Even if you don't truly understand the meaning of my title, feel assured that I'm looking after your rights too.

U.S. CONSUMER PRICE INDEX
ALL URBAN CONSUMERS

(1967=100)	Annual Average 1980	June 1981	May 1981	June 1980	Percent Change from May 1981	Percent Change from June 1980	Percent Change Projected on Annual Basis
All Items	246.8	271.3	269.0	247.6	0.9	9.6	11.4
Food & Beverage	248.0	266.5	265.4	245.7	0.4	8.5	4.9
Housing	263.3	292.2	288.5	266.7	1.3	9.6	16.8
Apparel and Upkeep	178.4	185.8	186.4	177.2	−0.3	4.9	−3.7
Transportation	249.7	279.9	277.8	249.7	0.8	12.1	10.0
Medical Care	265.9	291.5	289.0	264.7	0.9	10.1	11.4
Entertainment	205.3	220.8	220.3	205.3	0.2	7.5	2.4

CIVILIAN LABOR FORCE

	June 1981	May 1981	June 1980	Percent Change from May 1981	Percent Change from June 1980
UNITED STATES (In Thousands)					
Labor Force	106,176	107,406	104,591	−1.1	1.5
Employment	98,392	99,235	96,780	−0.8	1.7
Unemployment	7,784	8,171	7,811	−4.7	−0.3
Unemployment Rate	7.3	7.6	7.5		
NORTH DAKOTA					
Labor Force	344,420	341,550	344,590	0.8	-0-
Employment	327,640	325,960	326,510	0.5	0.3
Unemployment	16,780	15,590	18,080	7.6	−7.2
Unemployment Rate	4.9	4.6	5.2		
FARGO-MOORHEAD SMSA					
Labor Force	74,650	74,620	74,250	-0-	0.5
Employment	70,690	70,860	70,210	−0.2	0.7
Unemployment	3,960	3,760	4,040	5.3	−2.0
Unemployment Rate	5.3	5.0	5.4		
GRAND FORKS SMSA					
Labor Force	44,210	44,250	44,380	−0.1	−0.4
Employment	41,310	41,480	41,290	−0.4	-0-
Unemployment	2,900	2,770	3,090	4.7	−6.1
Unemployment Rate	6.6	6.3	7.0		

U.S. data seasonally adjusted; other data not seasonally adjusted.

NONFARM WAGE AND SALARY EMPLOYMENT

	June 1981	May 1981	June 1980	Percent Change from May 1981	Percent Change from June 1980
FARGO-MOORHEAD SMSA WAGE AND SALARY EMPLOYMENT					
TOTAL	**62,230**	**63,100**	**61,770**	**−1.4**	**0.7**
Construction and Mining	3,870	3,590	4,290	7.8	−9.8
Manufacturing	4,850	4,770	4,730	1.7	2.5
Durable Goods	2,260	2,230	2,370	1.3	−4.6
Nondurable Goods	2,590	2,540	2,360	2.0	9.7
Food and Kindred Products	1,810	1,760	1,630	2.8	11.0
Other Nondurable Goods	780	780	730	-0-	6.8
Transportation, Comm. and Public Utilities	3,880	3,890	3,920	−0.3	−1.0
Wholesale Trade	6,310	6,300	6,240	0.2	1.1
Retail Trade	12,860	12,940	12,610	−0.6	2.0
Finance, Insurance, and Real Estate	3,780	3,760	3,790	0.5	−0.3
Services	13,940	14,360	13,390	−2.9	4.1
Government	12,740	13,490	12,800	−5.6	−0.5
Federal	2,110	2,100	2,250	0.5	−6.2
State and Local	10,630	11,390	10,550	−6.7	0.8
GRAND FORKS SMSA WAGE AND SALARY EMPLOYMENT					
TOTAL	**36,490**	**37,260**	**36,280**	**−2.1**	**0.6**
Construction and Mining	2,090	1,810	2,240	15.5	−6.7
Manufacturing	2,190	2,140	2,100	2.3	4.3
Transportation, Comm. and Public Utilities	2,670	2,640	2,640	1.1	1.1
Wholesale Trade	2,270	2,240	2,260	1.3	0.4
Retail Trade	8,150	8,200	8,340	−0.6	−2.3
Finance, Insurance, and Real Estate	1,600	1,600	1,580	-0-	1.3
Services	7,350	7,450	7,610	−1.3	−3.4
Government	10,170	11,180	9,510	−9.0	6.9

MANUFACTURING HOURS AND EARNINGS*

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	June 1981	May 1981	June 1980	June 1981	May 1981	June 1980	June 1981	May 1981	June 1980
United States									
Total Manufacturing	319.20	317.59	283.68	40.1	40.1	39.4	7.96	7.92	7.20
Durable	345.10	343.07	306.06	40.6	40.6	39.8	8.50	8.45	7.69
Nondurable	281.32	280.13	251.42	39.4	39.4	38.8	7.14	7.11	6.48
Food & Kindred	293.78	295.37	270.86	39.7	39.7	39.6	7.40	7.44	6.84
Printing & Publishing	300.88	301.32	273.78	37.1	37.2	36.7	8.11	8.10	7.46
North Dakota									
Total Manufacturing	269.56	270.51	240.30	37.7	38.1	36.8	7.15	7.10	6.53
Durable	279.85	282.75	246.38	38.6	39.0	36.5	7.25	7.25	6.75
Nondurable	258.70	257.85	234.10	36.8	37.1	37.1	7.03	6.95	6.31
Food & Kindred	264.03	267.84	250.13	38.1	39.1	38.9	6.93	6.85	6.43
Printing & Publishing	222.66	220.00	210.67	32.6	32.4	34.2	6.83	6.79	6.16
Fargo-Moorhead SMSA									
Total Manufacturing	289.52	286.50	267.12	37.6	37.5	37.1	7.70	7.64	7.20
Durable	313.86	311.81	271.93	38.7	38.4	36.5	8.11	8.12	7.45
Nondurable	265.72	261.30	261.58	36.6	36.7	37.8	7.26	7.12	6.92

*Not seasonally adjusted

ESTIMATED LABOR TURNOVER
(per hundred employees)

Accession Rates

	Total			New Hires			Recalls		
	June 1981	May 1981	June 1980	June 1981	May 1981	June 1980	June 1981	May 1981	June 1980
North Dakota									
Mining	4.9	7.3	5.0	4.8	6.6	3.5	0.1	0.6	0.2
Manufacturing	8.2	6.3	5.1	3.7	2.9	2.3	3.1	3.3	2.4
Fargo-Moorhead SMSA									
Manufacturing	6.8	7.9	3.3	3.7	2.8	2.3	2.1	4.7	0.6

Separation Rates

	Total			Quits			Layoffs		
	June 1981	May 1981	June 1980	June 1981	May 1981	June 1980	June 1981	May 1981	June 1980
North Dakota									
Mining	1.9	2.5	2.1	0.8	2.3	1.9	0.5	0.0	0.0
Manufacturing	3.1	6.4	7.7	1.3	2.7	1.5	0.8	3.2	5.6
Fargo-Moorhead SMSA									
Manufacturing	4.0	2.7	8.6	0.7	1.9	1.1	2.2	0.1	6.7

NORTH DAKOTA
NONFARM WAGE AND SALARY EMPLOYMENT

	June 1981	May 1981	June 1980	Percent Change from May 1981	Percent Change from June 1980
TOTAL	**249,760**	**249,420**	**248,360**	**0.1**	**0.6**
MINING	**10,690**	**10,040**	**8,080**	**6.5**	**32.3**
Coal	1,280	1,220	1,180	4.9	8.5
Crude Petroleum and Natural Gas	9,040	8,510	6,530	6.2	38.4
Other Mining	370	310	370	19.4	-0-
CONSTRUCTION	**15,980**	**15,230**	**17,890**	**4.9**	**−10.7**
Building Construction	4,050	3,840	4,530	5.5	−10.6
Street, Highway and Heavy Construction	4,480	4,000	5,300	12.0	−15.5
Special Trade Construction	7,450	7,390	8,060	0.8	−7.6
MANUFACTURING	**15,410**	**15,090**	**15,510**	**2.1**	**−0.6**
Durable Goods	7,560	7,450	7,810	1.5	−3.2
Stone, Clay and Glass	980	930	1,100	5.4	−10.9
Primary and Fabricated Metals	670	640	700	4.7	−4.3
Machinery and Transportation Equipment	5,040	4,980	5,100	1.2	−1.2
Other Durable Goods	870	900	910	−3.3	−4.4
Nondurable Goods	7,850	7,640	7,700	2.7	1.9
Food and Kindred Products	3,940	3,820	3,840	3.1	2.6
Dairy Products	970	910	920	6.6	5.4
Food Specialties, Sugar and Confectionery Products	1,330	1,330	1,250	-0-	6.4
Bakery Products	400	400	500	-0-	−20.0
Other Food and Kindred Products	1,240	1,180	1,170	5.1	6.0
Printing and Publishing	2,160	2,130	2,150	1.4	0.5
Other Nondurable Goods	1,750	1,690	1,710	3.6	2.3
TRANSPORTATION, COMMUNICATIONS, AND PUBLIC UTILITIES	**16,720**	**16,790**	**16,820**	**−0.4**	**−0.6**
Transportation	8,740	8,890	8,880	−1.7	−1.6
Railroads	3,250	3,350	3,410	−3.0	−4.7
Trucking and Warehousing	4,170	4,120	4,170	1.2	-0-
Other Transportation	1,320	1,420	1,300	−7.0	1.5
Communications	3,900	3,910	3,930	−0.3	−0.8
Public Utilities	4,080	3,990	4,010	2.3	1.7
WHOLESALE TRADE	**20,670**	**20,630**	**20,630**	**0.2**	**0.2**
Durable Goods	10,620	10,660	10,670	−0.4	−0.5
Nondurable Goods	10,050	9,970	9,960	0.8	0.9
RETAIL TRADE	**46,800**	**46,670**	**47,270**	**0.3**	**−1.0**
General Merchandise	5,980	5,950	5,860	0.5	2.0
Food Stores	6,350	6,320	6,320	0.5	0.5
Automotive Dealers and Service Stations	6,420	6,390	6,690	0.5	−4.0
Apparel and Accessory Stores	2,850	2,870	2,860	−0.7	−0.3
Other Retail	25,200	25,140	25,540	0.2	−1.3
FINANCE, INSURANCE, AND REAL ESTATE	**11,950**	**11,900**	**11,490**	**0.4**	**4.0**
Finance	6,470	6,440	6,160	0.5	5.0
Banking	4,350	4,330	4,220	0.5	3.1
Other Finance	2,120	2,110	1,940	0.5	9.3
Insurance	3,510	3,500	3,430	0.3	2.3
Real Estate	1,970	1,960	1,900	0.5	3.7
SERVICES	**51,660**	**51,210**	**49,620**	**0.9**	**4.1**
Lodging	4,810	4,760	4,480	1.1	7.4
Nursing and Personal Care	5,590	5,510	5,350	1.5	4.5
Hospitals	12,170	11,890	11,650	2.4	4.5
Other Medical	4,880	4,820	4,620	1.2	5.6
Other Services	24,210	24,230	23,520	−0.1	2.9
GOVERNMENT	**59,880**	**61,860**	**61,050**	**−3.2**	**−1.9**
Federal Government	9,490	9,340	10,320	1.6	−8.0
State Government	16,320	17,250	16,090	−5.4	1.4
Educational Services	9,850	10,940	9,410	−10.0	4.7
Other State Government	6,470	6,310	6,680	2.5	−3.1
Local Government	34,070	35,270	34,640	−3.4	−1.6
Educational Services	15,530	17,650	15,280	−12.0	1.6
Other Local Government	18,540	17,620	19,360	5.2	−4.2

PRODUCER PRICE INDEX
UNITED STATES AVERAGE

(1967=100)	Annual Average 1980	June 1981	May 1981	June 1980	Percentage Change from May 1981	Percentage Change from June 1980
All Commodities	268.6	294.5	293.7	265.6	0.3	10.9
Farm Products and Processed Foods and Feeds	244.5	254.1	252.6	234.3	0.6	8.5
Industrial Commodities	274.5	304.7	304.1	273.5	0.2	11.4

GLOSSARY OF TERMS

Civilian Labor Force—number of persons 16 years and older defined as employed or unemployed, excluding members of the Armed Forces.

Consumer Price Index (CPI)—a measure of the average change in prices over a period of time in a fixed market basket of goods and services. Changes are usually expressed in percentages. The following example illustrates the method used to calculate the percentage change using 211.5 as the "current index" and 209.1 as the "previous index":

Current index	211.5
Less previous index	209.1
Equals	2.4
Divide by the previous index	209.1
Equals	.011
Results multiplied by one hundred	.011x100
Equals percentage change	1.1

Covered Employment—employment that falls under coverage of the North Dakota Unemployment Compensation Law. At the present time only agriculture, the self-employed, students working for educational institutions, religious organizations, fully commissioned salesmen, and elected and appointed officials have significant numbers of non-covered workers.

Employed—those persons working for pay or profit during a week, or unpaid family workers working 15 hours or more during a week. Also included are those who, although not working, had some job attachment and were not looking for work. This involves persons temporarily absent from a job due to illness, bad weather, vacation or labor-management dispute, whether or not they were in a pay status during their time off.

Insured Unemployment—a count of persons who have filed claims for state job insurance benefits. An accurate comparison of data for the insured unemployed cannot be made if one period of time is prior to July 1, 1979, and the second period is after that date. This is due to the change in eligibility requirements mandated by the state legislature effective July 1, 1979.

Nonfarm Wage and Salary Employment-Establishment Data—refers to the number of jobs held rather than the number of people employed.

"p"—preliminary estimates subject to revision.

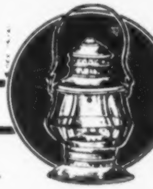
Producer Price Index (PPI)—measures average changes in prices received in primary markets of the United States by commodity producers in all stages of processing. These changes are usually expressed in percentages. The method of calculation is the same as used for the Consumer Price Index (See item 2).

Seasonally Adjusted Labor Force Series—to assist in evaluating the labor force, recurrent yearly employment and unemployment movements have been isolated and removed by the Bureau of Labor Statistics though a seasonal factor method.

Standard Metropolitan Statistical Area (SMSA)—(a) an area designated by the Office of Management and Budget with a central city of at least 50,000 inhabitants; or (b) a central city of at least 25,000 inhabitants but with a minimum of at least 50,000 when combined with adjacent populated areas, provided the county or counties in which the city and adjacent areas are located have a population of at least 75,000.

Unemployment—the number of persons who for an entire week did not work at all, were able to work and available for work, and (1) were looking for work or (2) would have looked for work except that (a) they were waiting to return to a job from which they had been laid off; or (b) they were waiting to report to a new wage and salary job scheduled to start within the following 30 days (and were not in school during the week).

Unemployment Rate—the number of unemployed expressed as a percent of the civilian labor force.



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PRODUCER PRICE INDEX
UNITED STATES AVERAGE

(1967=100)	Annual Average 1980	July 1981	June 1981	July 1980	Percentage Change from June 1981	Percentage Change from July 1980
All Commodities	268.6	296.0	294.5	270.4	0.5	9.5
Farm Products and Processed Foods and Feeds	244.5	256.6	254.1	246.6	1.0	4.1
Industrial Commodities	274.5	306.0	304.7	276.2	0.4	10.8

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Unemployment—the number of persons who for an entire week did not work at all, were able to work and available for work, and (1) were looking for work or (2) would have looked for work except that (a) they were waiting to return to a job from which they had been laid off; or (b) they were waiting to report to a new wage and salary job scheduled to start within the following 30 days (and were not in school during the week).

Unemployment Rate—the number of unemployed expressed as a percent of the civilian labor force.

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NORTH DAKOTA
NONFARM WAGE AND SALARY EMPLOYMENT

	July 1981	June 1981	July 1980	Percent Change from June 1981	Percent Change from July 1980
TOTAL	**248,350**	**250,140**	**246,650**	**−0.7**	**0.7**
MINING	**10,880**	**10,620**	**8,530**	**2.5**	**27.7**
Coal	1,290	1,290	1,230	-0-	4.9
Crude Petroleum and Natural Gas	9,240	8,970	6,930	3.0	33.3
Other Mining	360	360	370	-0-	−2.7
CONSTRUCTION	**16,290**	**15,910**	**18,470**	**2.4**	**−11.8**
Building Construction	4,200	4,060	4,700	3.4	−10.6
Street, Highway and Heavy Construction	4,520	4,360	5,530	3.7	−18.3
Special Trade Construction	7,570	7,490	8,240	1.1	−8.1
MANUFACTURING	**15,460**	**15,480**	**15,030**	**−0.1**	**2.9**
Durable Goods	7,550	7,570	7,430	−0.3	1.6
Stone, Clay and Glass	1,020	980	1,140	4.1	−10.5
Primary and Fabricated Metals	700	670	710	4.5	−1.4
Machinery and Transportation Equipment	4,960	5,050	4,700	−1.8	5.5
Other Durable Goods	870	870	880	-0-	−1.1
Nondurable Goods	7,910	7,910	7,600	-0-	4.1
Food and Kindred Products	3,970	3,940	3,800	0.8	4.5
Dairy Products	960	970	940	−1.0	2.1
Food Specialties, Sugar and Confectionery Products	1,350	1,330	1,210	1.5	11.6
Bakery Products	400	400	440	-0-	−9.1
Other Food and Kindred Products	1,260	1,240	1,210	1.6	4.1
Printing and Publishing	2,160	2,160	2,150	-0-	0.5
Other Nondurable Goods	1,780	1,810	1,650	−1.7	7.9
TRANSPORTATION, COMMUNICATIONS, AND PUBLIC UTILITIES	**16,750**	**16,720**	**16,980**	**0.2**	**−1.4**
Transportation	8,730	8,740	9,000	−0.1	−3.0
Railroads	3,250	3,250	3,570	-0-	−9.0
Trucking and Warehousing	4,210	4,170	4,180	1.0	0.7
Other Transportation	1,270	1,320	1,250	−3.8	1.6
Communications	3,900	3,900	3,940	-0-	−1.0
Public Utilities	4,120	4,080	4,040	1.0	2.0
WHOLESALE TRADE	**21,030**	**20,690**	**20,950**	**1.6**	**0.4**
Durable Goods	10,730	10,640	10,760	0.8	−0.3
Nondurable Goods	10,300	10,050	10,190	2.5	1.1
RETAIL TRADE	**46,600**	**46,790**	**47,160**	**−0.4**	**−1.2**
General Merchandise	5,930	5,970	5,810	−0.7	2.1
Food Stores	6,340	6,350	6,350	−0.2	−0.2
Automotive Dealers and Service Stations	6,400	6,420	6,650	−0.3	−3.8
Apparel and Accessory Stores	2,850	2,850	2,890	-0-	−1.4
Other Retail	25,080	25,200	25,460	−0.5	−1.5
FINANCE, INSURANCE, AND REAL ESTATE	**11,980**	**11,950**	**11,500**	**0.3**	**4.2**
Finance	6,470	6,470	6,160	-0-	5.0
Banking	4,350	4,350	4,220	-0-	3.1
Other Finance	2,120	2,120	1,940	-0-	9.3
Insurance	3,530	3,510	3,440	0.6	2.6
Real Estate	1,980	1,970	1,900	0.5	4.2
SERVICES	**51,500**	**51,650**	**49,400**	**−0.3**	**4.3**
Lodging	4,750	4,770	4,440	−0.4	7.0
Nursing and Personal Care	5,600	5,600	5,350	-0-	4.7
Hospitals	12,220	12,190	11,720	0.2	4.3
Other Medical	4,960	4,880	4,690	1.6	5.8
Other Services	23,970	24,210	23,200	−1.0	3.3
GOVERNMENT	**57,850**	**60,330**	**58,530**	**−4.1**	**−1.2**
Federal Government	9,590	9,560	10,100	0.3	−5.0
State Government	15,430	16,320	15,070	−5.5	2.4
Educational Services	8,810	9,850	8,360	−10.6	5.4
Other State Government	6,620	6,470	6,710	2.3	−1.3
Local Government	32,830	34,450	33,360	−4.7	−1.6
Educational Services	13,720	15,460	13,840	−11.3	−0.9
Other Local Government	19,110	18,990	19,520	0.6	−2.1

MANUFACTURING HOURS AND EARNINGS

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	July 1981	June 1981	July 1980	July 1981	June 1981	July 1980	July 1981	June 1981	July 1980
United States									
Total Manufacturing	316.80	319.99	282.85	39.6	40.2	38.8	8.00	7.96	7.29
Durable	341.20	345.51	303.81	40.0	40.6	39.1	8.53	8.51	7.77
Nondurable	282.30	281.64	254.10	39.1	39.5	38.5	7.22	7.13	6.60
Food & Kindred	295.37	294.92	274.91	39.7	39.8	39.9	7.44	7.41	6.89
Printing & Publishing	305.78	303.62	277.10	37.2	37.3	36.8	8.22	8.14	7.53
North Dakota									
Total Manufacturing	272.42	271.65	245.06	38.1	38.1	37.3	7.15	7.13	6.57
Durable	282.46	280.67	247.25	38.8	38.5	36.2	7.28	7.29	6.83
Nondurable	262.55	263.47	242.06	37.4	37.8	38.3	7.02	6.97	6.32
Food & Kindred	265.27	264.03	252.50	38.5	38.1	40.4	6.89	6.93	6.25
Printing & Publishing	232.88	230.52	206.54	34.5	34.1	33.1	6.75	6.76	6.24
Fargo-Moorhead SMSA									
Total Manufacturing	294.03	288.75	267.91	37.6	37.5	36.6	7.82	7.70	7.32
Durable	321.79	310.57	270.82	38.4	38.2	34.9	8.38	8.13	7.76
Nondurable	266.06	267.17	264.80	36.8	36.8	38.6	7.23	7.26	6.86

ESTIMATED LABOR TURNOVER

(per hundred employees)

Accession Rates

	Total			New Hires			Recalls		
	July 1981	June 1981	July 1980	July 1981	June 1981	July 1980	July 1981	June 1981	July 1980
North Dakota									
Mining	6.5	6.1	4.3	4.8	5.5	1.6	0.6	0.6	2.4
Manufacturing	4.1	7.7	4.1	3.0	4.2	4.1	0.9	3.1	0.0
Fargo-Moorhead SMSA									
Manufacturing	4.2	4.6	4.2	3.4	3.2	1.8	0.6	0.9	1.9

Separation Rates

	Total			Quits			Layoffs		
	July 1981	June 1981	July 1980	July 1981	June 1981	July 1980	July 1981	June 1981	July 1980
North Dakota									
Mining	6.7	6.3	3.6	3.8	4.4	1.3	0.7	0.2	1.4
Manufacturing	5.1	3.4	2.4	1.8	1.7	0.8	2.6	0.8	0.0
Fargo-Moorhead SMSA									
Manufacturing	2.9	2.7	1.9	1.4	1.0	0.9	0.3	1.2	0.0

CIVILIAN LABOR FORCE

	July 1981	June 1981	July 1980	Percent Change from June 1981	Percent Change from July 1980
UNITED STATES (In Thousands)					
Labor Force	106,464	106,176	105,020	0.3	1.4
Employment	98,962	98,392	96,999	0.6	2.0
Unemployment	7,502	7,784	8,021	−3.6	−6.5
Unemployment Rate	7.0	7.3	7.6		
NORTH DAKOTA					
Labor Force	358,060	345,480	359,130	3.6	−0.3
Employment	341,840	327,970	340,890	4.2	0.3
Unemployment	16,220	17,510	18,240	−7.4	−11.1
Unemployment Rate	4.5	5.1	5.1		
FARGO-MOORHEAD SMSA					
Labor Force	75,170	74,780	75,100	0.5	0.1
Employment	71,430	70,750	70,980	1.0	0.6
Unemployment	3,740	4,030	4,120	−7.2	−9.2
Unemployment Rate	5.0	5.4	5.5		
GRAND FORKS SMSA					
Labor Force	44,750	44,770	44,920	-0-	−0.4
Employment	42,130	41,680	41,760	1.1	0.9
Unemployment	2,620	3,090	3,160	−15.2	−17.1
Unemployment Rate	5.9	6.9	7.0		

U.S. data seasonally adjusted; other data not seasonally adjusted.

NONFARM WAGE AND SALARY EMPLOYMENT

	July 1981	June 1981	July 1980	Percent Change from June 1981	Percent Change from July 1980
FARGO-MOORHEAD SMSA WAGE AND SALARY EMPLOYMENT					
TOTAL	**61,610**	**62,290**	**61,020**	**−1.1**	**1.0**
Construction and Mining	4,000	3,880	4,450	3.1	−10.1
Manufacturing	4,860	4,870	4,680	−0.2	3.8
Durable Goods	2,310	2,330	2,290	−0.9	0.9
Nondurable Goods	2,550	2,540	2,390	0.4	6.7
Food and Kindred Products	1,820	1,810	1,660	0.6	9.6
Other Nondurable Goods	730	730	730	-0-	-0-
Transportation, Comm. and Public Utilities	3,920	3,890	4,000	0.8	−2.0
Wholesale Trade	6,650	6,330	6,640	5.1	0.2
Retail Trade	12,660	12,840	12,410	−1.4	2.0
Finance, Insurance, and Real Estate	3,790	3,780	3,760	0.3	0.8
Services	13,920	13,890	13,440	0.2	3.6
Government	11,810	12,810	11,640	−7.8	1.5
Federal	2,180	2,170	2,190	0.5	−0.5
State and Local	9,630	10,640	9,450	−9.5	1.9
GRAND FORKS SMSA WAGE AND SALARY EMPLOYMENT					
TOTAL	**36,550**	**36,840**	**36,010**	**−0.8**	**1.5**
Construction and Mining	2,150	2,090	2,300	2.9	−6.5
Manufacturing	2,200	2,170	2,120	1.4	3.8
Transportation, Comm. and Public Utilities	2,630	2,670	2,640	−1.5	−0.4
Wholesale Trade	2,240	2,270	2,220	−1.3	0.9
Retail Trade	8,010	8,140	8,180	−1.6	−2.1
Finance, Insurance, and Real Estate	1,600	1,600	1,580	-0-	1.3
Services	7,690	7,730	7,570	−0.5	1.6
Government	10,030	10,170	9,400	−1.4	6.7

Dakotans in Poverty Decline over Decade

When you read about poverty in America, do you ever wonder how many North Dakotans fall within this category?

A report issued last year by Job Service North Dakota shows that the number of people below the poverty level declined from 15.3 percent of the state's population in 1970 to 11.1 percent by the end of the decade.

In determining eligibility for social service programs such as CETA, average poverty limits in 1979 ranged from $3,400 for a non-farm person, to $8,900 for a non-farm family of six. The numerous poverty thresholds are computed by the U.S. Census Bureau through their annual household survey, involving a comparison of standards of need with household size.

As the number of people termed "economically disadvantaged" in North Dakota decreased from 93,086 to 71,860, the characteristics of those with low income also changed. At the beginning of the decade, individuals in poverty were typically members of large families.

However, as the population aged and household size decreased, smaller families such as single parent households and those headed by the elderly, have come to represent a larger proportion of the poor.

With continued aging of the state's population and an anticipated low birth rate for the forseeable future, it is expected that by mid-1980, the typical family in poverty will probably be either a small, single parent household, or a family headed by an individual over the age of 65.

Gleanings
Tom Haan

There are no short-term cures for unemployment. . . decreases in the U.S. unemployment rate are never proportionate to increases in production. . .this means that as the economy improves, which it will, the unemployment rate will be slow in responding. Some economists now estimate that it will be early 1984 before the rate drops and stays below 7 percent.

Mortgage interest rates rose 15 percent in 1980. . .the annual rate for first quarter '81 is 23 percent. Despite this alarming increase, the actual increase for contracted mortgage costs moderated in the first quarter '81. . . caused by an 8.8 percent annual rate decrease in the purchase price of housing. . .this was the largest three-month decline in the history of the index.

The National Association of Realtors reported that the February sales volume of existing homes was 22 percent below September '80. . .medium price for an existing single family home in February was $64,100. . .same as it was in July '80.

Condominiums are going better than the rest of the housing market. . .new condo starts outnumbered private rental starts and over 130,000 rental units will be converted this year. . .this is the market's response to young, affluent professional workers. . . 48 percent are under 36 years old. . .63 percent have incomes over $20,000 and 65 percent are professional workers.

The prime interest rate will probably rise to averages above 19 percent this fall and winter. . . after that, gradual moderation in inflation coupled with optimism about further improvements should start interest rates dropping slowly. The high rates this fall and winter will be caused by the Fed continuing monetary tightness and the tax cut which will raise credit demands.

U.S. CONSUMER PRICE INDEX
ALL URBAN CONSUMERS

(1967=100)	Annual Average 1980	July 1981	June 1981	July 1980	Percent Change from June 1981	Percent Change from July 1980	Percent Change Projected on Annual Basis
All Items	246.8	274.4	271.3	247.8	1.1	10.7	14.0
Food & Beverage	248.0	268.9	266.5	248.3	0.9	8.3	11.4
Housing	263.3	297.0	292.2	265.1	1.6	12.0	21.0
Apparel and Upkeep	178.4	184.7	185.8	176.2	−0.6	4.8	−7.4
Transportation	249.7	282.6	279.9	251.0	1.0	12.6	12.7
Medical Care	265.9	295.6	291.5	266.6	1.4	10.9	18.2
Entertainment	205.3	221.1	220.8	206.6	0.1	7.0	1.2

(FORUMS from page 1)

recommendations will go hand in hand to the Governor's conference in Bismarck."

The Economic Development Conference, to be held October 28 and 29, is expected to draw up to 2,000 attendees. The objective will be to further study and define policy recommendations before they are presented to Governor Olson, who in turn will develop a statewide policy for economic development in North Dakota communities.

Energy has received a lion's share of the attention recently, but Minton says the committees have looked into a wide spectrum of concerns, including educational programs on mineral rights for land owners, future expansion of agri-processing, and the potential of working with the federal government to further develop state recreational sites. "Improving the quality of life for our citizens is the impetus behind these concerns," added Minton.

New and expanded industrial investments is also being encouraged, so improving the job climate will play an important role in keeping North Dakotans and attracting business developers to the state, stated Minton.

Shirley Peterson, executive director of Job Service North Dakota, agrees that "jobs for North Dakotans is the bottom line in this issue."

"We not only have to strengthen our labor exchange system, but create new and better jobs that will keep our young people here," emphasized Mrs. Peterson, who chairs the conference Manpower and Training Resource Committee.

Peterson says that is the reason why the committee has focused its recommendations around the creation of a network between state agencies who deal with employment and training programs, and with the business community which carries the brunt of the responsibility for providing jobs.

"I realize most business owners are extremely skeptical about government interference — they just want us to leave them alone to handle things as they see best," stated Mrs. Peterson. "At the same time, (state agencies) are criticized for not being in tune with the employment needs of employers, and for not providing information to our young people about opportunities in the state."

"There is just no way we can resolve that problem if we don't get input from the business sector. They're the ones who are creating the jobs and can feed viable information to us."

Jack Minton, conference coordinator, considers the September meetings a good opportunity for citizen input.

The citizen meetings, says Peterson, are a valuable first step towards more effective policies, and specific, working mechanisms. Practical, comprehensive manpower planning is reflected in most of the new policy suggestions that the committee will present at the public meetings.

"A critical question came to the forefront in our committee discussions," noted Mrs. Peterson. " 'What is the state's responsibility for coordinating all these separate entities that deal with employment and training?' That is, should we create a forum for all these different players, such as Vocation Education, Job Service, and Higher Education, which independently provide training programs through separate funding sources?"

Conceivably, continued Mrs. Peterson, the forum would address such needs as centralized labor market information, and more responsive short-term training for specialized skill demands. "By basing its decisions directly upon what business and labor representatives tell us are needed in job skills," explained Mrs. Peterson, "the forum could determine how much money is available within the forum, how much to allocate, who can best deliver the service, and where it should be delivered."

"If we are to spend the taxpayer's dollars as wisely as possible, we can't afford to deal with job development in a fragmented way."

Both Minton and Peterson feel the time is ripe to throw the ball into the citizen's court; giving local store owners, ranchers, teachers and citizens from every walk of life an opportunity to listen, argue, polish and refine ideas that could have a substantial impact on their lives and work.

Conference leaders hope that empty seats will be a rare occurrence at the sessions, believing that a bigger score for the audience will mean a better chance that everyone wins.

PUBLIC FORUM SCHEDULE

Eight meetings to solicit community input for the Governor's Conference on Economic Development will be held from 7:30 p.m. to 9:30 p.m. (local time) at the following areas:

Bismarck-Holiday Inn	September 14
Fargo-Holiday Inn	September 15
Grand Forks-Westward Ho Motel	September 16
Minot-Clarence Parker Hotel	September 17
Devils Lake-Lake Region Junior College	September 17
Williston-Ramada Inn	September 17
Jamestown-Ramada Inn	September 17
Dickinson-Dickinson State College, Student Center	September 17

PRAIRIE EMPLOYER REVIEW

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JOB SERVICE North Dakota

A North Dakota Study

The Way Employers Select Employees

In hiring practices, North Dakota employers lean towards the least expensive methods of recruitment, almost always use personal interviews for selecting workers, and prefer to invest more in on-the-job training than in any other method.

These are some of the findings of Stephen E. Blythe of the University of North Dakota's department of management. His 1980 study, *Recruitment, Selection, and Training Practices of North Dakota Business Firms*, is based on the responses of 604 general managers representing a variety of large and small manufacturing, service, retail and wholesale firms in the state.

While the questionnaire's scaling system does not give easily digestible percentages or conclusions, Blythe claims the intent was to study the degree to which various recruitment, selection, and training methods were used, and the relative amount of investment in each area.

Among his discoveries is the fact that the cheapest recruiting methods are the most popular: word-of-mouth, such as through current employees or business acquaintances; referrals by Job Service North Dakota; and the walk-in traffic of unsolicited job applicants. Less frequently used are newspaper advertising, vocational-technical schools, private employment agencies and labor unions.

The great majority of firms also indicated that their search for workers remains in quite localized territories. Unless they are in close proximity to a border state, most recruiting is limited to their own city, county or region.

When it comes to choosing a job candidate, the personal interview is almost always used, and far outranks other forms of employee selection. At the same time, North Dakota businesses quite often require that application forms be completed, and check the references supplied by the applicant. In a moderate number of cases, the former employer is contacted.

Testing potential workers is not a common practice in the private sector, with physical skill tests and medical exams seldom administered. Written tests, such as general aptitude or clerical tests, are also rarely given to prospective employees.

The personnel officer of one manufacturing firm, when asked about his views of this study result, cited equal employment regulations as one reason why employers often shy away from testing. "These days, you really have to be careful about any possible discrimination implied in test questions or results, so it's almost not worth the bother to develop them."

When questioned about training practices, the vast majority of employers listed a preference for on-the-job rather than classroom training. Classroom methods such as simulation, lecture, discussion, and administration are seldom utilized. Case study, another classroom method, is virtually nonexistent among private employers.

A research analyst with Job Service North Dakota theorized on some of the reasons for this phenomenon: "O.J.T. is the least expensive method, since a trained instructor is not a prerequisite, and production can continue during the training period," he stated. "Related to this is the fact that most North Dakota firms are small and would not find formal classroom programs economically feasible.

"In terms of labor force needs, a greater proportion of unskilled or semiskilled workers are employed in North Dakota industry because of the relative dearth of manufacturing or other high technology businesses in the state. The lower the skill level required of workers, the less need for structured classroom training."

Reliance on worksite skill development is reemphasized in another finding — businesses invest more in training than in recruitment or selection, although managers still consider their training costs to be moderate. Since all three categories show relatively little cost significance to business firms, the study seems to indicate that most North Dakota employers in the past have not found it necessary to lay out substantial amounts of money and effort to obtain their workers.

The future, however, may create a different situation. Increased emphasis on expanding economic development, and the resulting change to North Dakota's business profile, will force many employers to take a closer look at the available and potential skills of tomorrow's work force. That, in turn, could mean redefining the personnel practices used for hiring employees in new or current operations.

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Prairie Employer Review

Volume 3, Number 9 September 1981

Community Forums to Discuss State's Economic Future

Shirley Peterson of JSND presides over a recent Manpower and Training Resource Committee discussion of policy statements on economic development.

The setting is a large, modernly decorated meeting room, filled with rows of empty chairs and the air of nervous anticipation from speakers waiting up front. Fifteen minutes after the scheduled time to begin, the last of the stragglers sit down and the score finally stands: panelists -- 8, audience — 4.

That scenario would send violent shudders through any self-respecting meeting planner. Yet, it has occured; particularly with public hearings set up by supposedly concerned government officials, who were seeking the public's advice on federal regulations already on their way to the printer's shop.

Jack Minton is determined to see that this situation doesn't happen with the eight public hearings being held in North Dakota during the week of September 14. As coordinator for the Governor's Conference of Economic Development, Minton considers the community forums ''a real chance for North Dakotans to express their ideas on North Dakota's future.''

''When Governor Olson was elected to office,'' said Minton, ''the voters expected him to take the lead in fostering and revitalizing our state's economic capabilities. But he must first have a broad viewpoint of what the people want before he courses his direction. It's essential that the citizens themselves share in identifying the potentials, problems, and solutions they see affecting their community's best interests.''

To get that involvement, mayors throughout the state have been asked for their support, and community leaders in every county are trying to stir up interest and encourage participation. At the same time, ten committees under the Economic Development Commission have been hammering out initial policy recommendations on a number of major issues: community development, transportation, capital, energy development, water development, electrical development, manufacturing, agricultural processing and marketing, and manpower and training resources.

While committee members will be represented at each of the meetings, Minton points out that the sessions are not administrative hearings. ''We don't want a group of warm bodies simply listening to decisions made by someone else,'' said Minton. ''It's possible that new concerns will be raised and different solutions will surface. Whatever the results, all

(Continued on page 3)

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Prairie Employer Review

Volume 3, Number 10 October 1981

Dwindling Supply of New Workers May Check State's Economic Strength in '80s.

This fall, Job Service North Dakota will publish its annual planning report, a comprehensive review of current statistics relating to the state's economy, labor force, and labor market. Excerpts from the report point to the historic significance of the drought-recession of 1979-80, and outline some of the processes expected to take place as the state builds towards economic strength during 1982. . .

There is a tendency to view the state's economy not only in terms of calendar or fiscal years, but by economic periods such as crop years or construction seasons. These periods are marked by turning points that signify a change in economic trends. In this report, we have adopted the perspective that the winter of 1979-80 represents the closing of an economic period that saw employment and the state's housing stock grow much faster than its population.

In all but one year between 1972 and 1979, the number of nonfarm jobs grew at an annual rate of 4.4 to 5.8 percent. However, from 1979 to 1980, nonfarm jobs grew at a rate of less than 1 percent. The slow rate of job growth is expected to continue, at least until agricultural production expenditure and farm income monies relating to the 1982 crop begin working their way through the economy. It is likely that the first quarter of 1980 to the third quarter of 1982 will be thought of as a period of very modest employment growth in comparison to the preceding eight years.

Coincidental with the 1979-80 economic turning point was the Census Bureau's canvassing of the state's households for a decennial study of population and housing. Population is rarely treated as a verb, and yet, there are fewer phenomenon on the Great Plains that could be treated as fluid and changing a quantity as population.

Preliminary statistics from the 1980 census show that despite the fact that the state's population grew substantially, as a whole, roughly two-thirds of the counties lost population. More than four-fifths of the counties experienced net out-migration, seeing greater numbers of people moving out compared to those moving in.

Available estimates also suggest that at some point during the decade of the 1970s, the population of the state crossed an invisible demographic line of substantial consequence for the economy and labor market. Due to the age structure of the state and a slower birthrate, a greater portion of the population is in the 16-64 age group most likely to look for work, establishing households, and become full-fledged consumers than any group in time since the Census Bureau began its program in the state.

The shift in age distribution towards middle age would carry far less significance if it were not for the fact that more and more people, in particular women and youth, are also entering the labor market and finding jobs. These jobs are found in greater numbers among the more densely populated counties of the state.

During the late 1970s, rapid employment growth meant a strong, real income growth in nonfarm personal income, while farm personal income vacillated between an average of $25,392 per farm in 1974, to $6,800 in 1977. It is not too surprising, then, that the Census of Agriculture for 1974 and 1978 revealed not only a decline in the number of medium-size farms, but also a substantial growth in

(Continued on page 2)

Problems in Employee Relations taken from true-life incidents.

Working It Out

Must a Job Opening Always Be Posted Internally Before Recruiting Outside the Company?

The Situation:
Because of the booming business it was reaping, Meier's Mining Equipment was constantly in the process of increasing both plant and office staff.

A hitch developed, however, with the decision by company management to create a finance officer position. In reviewing the personnel records of their current accounting staff, none were deemed likely candidates to head the post.

"It's not that we don't have some good people working for us," noted one Meier official at an executive staff meeting, "but we don't have anyone who has the management expertise to handle our rapidly expanding fiscal operations."

"There's one person I have in mind for the job," said Jim Leis, the personnel officer. "We didn't have a spot for Julie Backmann when she first applied with us, although we could certainly use her now if she's still interested."

When Miss Backmann was contacted and interviewed, she happily accepted the position. Only a few days into the job, however, the new finance officer's presence brought bitter protests from company workers.

Angered because Meier executives had not first posted the opening within the company, a grievance petition was circulated and presented to the president. When management held its stance in hiring the outsider, the explosive situation was turned over to an arbitrator.

At the hearing, a worker representative argued:

1. The company was extremely unfair in not notifying us at all about the job vacancy. In the past, we've been told about any new openings, and we've expected first chance at filling them.
2. In essence, Meier bigwigs were kicking us in the face. Not only is there existing staff interested in the opportunity, but at least a few of them could have been trained into the advanced slot.

Meier officials contended:

1. No precedence or written policy has been made on internal posting of jobs. We are a young and vigorously growing company, and we'll continue hiring new blood when we can't find the experience within our current work force.
2. We gave Meier employees a fair break by studying their work records first. We wanted a finance manager who already had the qualifications because we couldn't afford the time and expense of training someone.

The Result:
No worker rights were violated by the company, ruled the arbitrator. "It is the prerogative of management to determine whether there are qualified personnel within their company for a particular job, and then to recruit and hire outside if they find that such skills and experience aren't present," he concluded.

Just the same, the arbitrator pointed out, Meier's Equipment would have prevented a lot of hard feelings and expensive arbitration if they had posted the job for bids by current employees.

Comment:
Arbitrators have consistently supported management's right to hire outside workers when the skills are not considered available through existing staff. Only when a union contract has stipulated internal posting, or where it is proven that discriminatory hiring practices have resulted according to equal employment provisions, have employees had a favored case.

Several studies, nevertheless, are showing that internal promotion can have a substantial effect on employee morale, while saving employers recruiting and training costs, and the initial non-productive time involved when outsiders are hired.

How does an employer know when external recruiting efforts are justified, or will only create personnel problems? According to Peg Ralston, director of the Central Personnel Division for the State of North Dakota, "Managers just have to rely on their own judgement and good management practices. That means constantly measuring your work force — analyzing the knowledge and skills needed, and comparing it to the abilities already present in your people and to what degree.

"The bottom line is getting the best person for the job, so that means looking at everyone. Of course, an employer can expect 'worker burnout' if their employees don't see any opportunity for upward mobility. In North Dakota, small business owners with limited staff numbers can be very susceptible to this problem."

(DWINDLING from page 1)

off-farm employment among farm operators.

Compared to the rest of the nation, more of North Dakota's labor force is self-employed. Therefore, reduced earnings, rather than high unemployment rates, may be the key response of the state's economy and labor market to the recession. The effects of the drought/recession of 1979-80 are apparent in employee earnings records and crop yield reports, but less noticeable in unemployment statistics.

Unemployment that is considered high in view of historic trends, the part-time or less than full employment of worker resources, and the restricted job and earnings opportunities for new entrants to the labor force — all mask a problem that will become more prevalent and generalized as the decade progresses.

It appears likely that certain worker groups, and therefore certain occupational classes and skill levels, are becoming increasingly scarce. Population projections indicate that during this decade, a declining supply of youth will be available in the labor market, and the number of adult female workers may be very near its peak.

The expanded participation of youth and females in the workforce during the 1970s provided the manpower for a growing economy. As the state responds during the early 1980s to its unique position in energy development and world demand for food, it may find that skill shortages in some areas will hamper economic development — while still leaving many unskilled people as underemployed or without a job entirely.

Most industrial growth during the 1980s is predicated on a combination of increased productivity and expanded numbers of production, service, and clerical workers. With the potential population of labor force entrants dwindling, misinformation and miscuing in the labor market could lead to even more serious labor shortages than are already being demonstrated in such selected occupations as nursing, computer programming, and engineering.

Grass Roots Advice to be Studied at Governor's Conference

What does capital investment, the abandonment of branch railway lines, and Garrison Diversion have in common?

As diverse as these issues are, they represent part of the concerns surrounding North Dakota's economic growth in the 1980s. Through a series of eight public forums held throughout the state in mid-September, a wide spectrum of citizen ideas surfaced in areas ranging from tourism promotion of Lake Sakakawea, increased support of local economic development groups, and the use of the West River pipeline project for irrigated farming as well as municipal water supplies.

All the comments brought out at the meetings will be gathered and again studied at the Governor's Economic Development Conference in Bismarck on October 27-28. According to Jack Minton, coordinator of the regional meetings and statewide conference, the intent "is to have North Dakotans take the lead in addressing the opportunities and problems they see in North Dakota's future economy and, in turn, help the Governor formulate an effective statewide policy on economic development."

While opinions were as varied as the people attending the local sessions, the discussions generally centered around the topics studied by special advisory committees set up for the conference: agriculture, manufacturing, community development, capital formation, manpower training, energy development, water resources, tourism/arts, electrical generation, and transportation.

At the Devils Lake meeting on September 17, T. K. Lybeck, chairman of the Devils Lake Joint Water Management Board, stated that any economic development plans for the Devils Lake region must include effective use of all waters, programs for flood prevention of farmlands, and maintaining the quality and quantity of water in Devils Lake.

PRAIRIE EMPLOYER REVIEW

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JOB SERVICE North Dakota

A Hebron businessman at the Dickinson session felt Governor Olson should implement a policy, through executive order or legislative action, to promote the use of North Dakota manufactured products in state funded projects.

Bruce Walker, a Minot educator, told of his concerns about federal funding cuts in training allowances and transitional services for adult and career education under CETA. Unless the state finds a way to fill this gap, he said, the incentive for youth to stay in training programs and develop useful work skills could be seriously hampered.

At the same Minot meeting, Bud Olson from Bottineau suggested that state laws should be patterned after the federal Economic Recovery Act in providing better tax write-offs for small businesses.

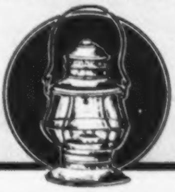
Transportation is a big concern in rural North Dakota, noted Harry Zacher of Elgin at the Bismarck meeting, and will be a critical factor in planning any future agriculture processing or industrial development.

Minton was pleased with the high turnout at the evening meetings, which totaled over 700 participants, and claimed that the state's "grass roots" were well represented. "It depended on where the meeting was located. Sometimes they were composed mostly of small town business owners and farmers, other places had more representatives of large industry, educators, and state or local officials," noted Minton. "Really, there was a good mix of people expressing the interests of the business community, government policy makers, and just the average private citizen."

Ideas from the meetings, plus written suggestions still streaming into Minton's office in the Economic Development Commission, will be compiled as they were originally presented into a single document. It will then be used as a guide in conference group sessions, while the Governor will also study the recommendations beforehand.

Thousands of invitations have been

(Continued on page 4)



Gleanings

Tom Haan

Over the last ten years the dollar value of U.S. farmland has more than tripled. . .the average increase was 266 percent. . .North Dakota's up to 312 percent. Since 1971 the value has doubled in all the "lower 48". . .tripled in 24 states and quadrupled in 8 states. Minnesota and Iowa farmland value increased over 5 times.

What about the real value?. . .over the decade dollar values increased at an average compound rate of 13.8 percent per year. . .inflation averaged 8.2 percent so the real value grew about 5.2 percent. . .real farmland values are about 66 percent higher in '81 than in '71.

Real farmland values have tripled since '48 and the growth was almost continuous. . .the few years showing a decline were years of low net farm incomes, high interest rates, tight credit or uncertainty about the future of the government's farm programs.

That accounts for the 2 percent decline this past year. . .dollar value rose 9 percent but 11 percent inflation more than offset the increase.

Grazing land in the plains and western states increased in value faster than cropland this past year. . .just the opposite was true of the five previous years. . .the change coincides with the beginning of a new cattle cycle. . .from '75 to '79 cattle numbers declined about 16 percent. . .in 1980 cattle numbers began to increase. . .this trend should continue several more years keeping the demand strong for grazing land.

So how about residential lots?. . . same thing. . .in 1980 finished residential lots averaged $13,539. . . up $4,592 or 51 percent over four years earlier.

Cost per square foot shows a U.S. average of $1.05 in '80 which is up 36 percent over '76. . .North Dakota's cost was $.86 which is up 105 percent. . .South Dakota had no change over that same period. . .Minnesota was $.99 (up 106 percent). . . Montana $1.04 (up 33 percent).

Moving on to another subject . . .three counties, McHenry, Rolette, and Sioux, have been designated as labor surplus areas by the U.S. Department of Labor. . .this is significant to employers in these counties because it means they will receive preference in bidding on federal procurement contracts. . .the ideal being to put federal procurement dollars into areas where people need it the most. . .where unemployment is highest.

The classification is based on a comparison between national and area unemployment rates. . .the area rate must be 20 percent higher than the national rate for the past two years.

Anyone wanting more information on the program can write or call:

U.S. Department of Labor
Employment and Training Administration (TPPL)
601 D Street NW, Room 9304
Washington, DC 20213
(202) 376-7392

(CONFERENCE from page 3)

sent out on the conference, which will be located at the Bismarck Civic Center. Minton said the number of attendees is still uncertain, although a block of 400 lodging rooms will be reserved until October 16.

Besides the concurrent study groups that participants can pick and choose from, the two-day conference will include an exhibit by North Dakota inventors and presentations by Governor Allen Olson; Phil Burgess of the Western Governors' Policy Organization; John Frievalds of I. S. Joseph, a manufacturing firm in the state; and Elizabeth Dole, special liaison for domestic affairs to the White House.

"Realistically, not every economic concern that will come up in the next decade can be addressed through this conference," Minton concluded. "Some issues can be dealt with right now, others will take time to study, while a few concerns may not even surface until after this conference."

"We may have only hit the tip of the iceberg at this point," he added, "but at least we've found the iceberg and are using every resource to effectively deal with the challenges we face."

Small employers may want to get into BEAM, Bidder Early Alert Message, a service offered by the National Small Business Association. For a $20 fee the business lists what service or products it wants to sell to the government, and in turn receives mail notices of contracts it can handle. An additional $10 ($15 for initial notice) is charged for each bid notice accepted. For more information contact NSBA, 1604 K Street NW, Washington, D.C. 20006, or call (202) 296-7400.

U.S. CONSUMER PRICE INDEX
ALL URBAN CONSUMERS

(1967=100)	Annual Average 1980	Aug. 1981	July 1981	Aug. 1980	Percent Change from July 1981	Percent Change from Aug. 1980	Percent Change Projected on Annual Basis
All Items	246.8	276.5	274.4	249.4	0.8	10.9	10.0
Food & Beverage	248.0	270.1	268.9	252.0	0.4	7.2	4.9
Housing	263.3	299.7	297.0	265.8	0.9	12.8	11.4
Apparel and Upkeep	178.4	187.4	184.7	178.6	1.5	4.9	19.6
Transportation	249.7	283.7	282.6	252.7	0.4	12.3	4.9
Medical Care	265.9	299.3	295.6	268.4	1.3	11.5	16.8
Entertainment	205.3	222.3	221.1	208.0	0.5	6.9	6.2

CIVILIAN LABOR FORCE

	Aug. 1981	July 1981	Aug. 1980	Percent Change from July 1981	Percent Change from Aug. 1980
UNITED STATES (In Thousands)					
Labor Force	106,601	106,464	104,945	0.1	1.6
Employment	98,944	98,962	97,003	0.0	2.0
Unemployment	7,657	7,502	7,942	2.1	−3.6
Unemployment Rate	7.2	7.0	7.6		
NORTH DAKOTA					
Labor Force	360,930	357,830	361,670	0.9	−0.2
Employment	346,750	341,610	345,620	1.5	0.3
Unemployment	14,180	16,220	16,050	−12.6	−11.7
Unemployment Rate	3.9	4.5	4.4		
FARGO-MOORHEAD SMSA					
Labor Force	75,170	75,130	74,920	0.1	0.3
Employment	71,820	71,390	71,280	0.6	0.8
Unemployment	3,350	3,740	3,640	−10.4	−8.0
Unemployment Rate	4.5	5.0	4.9		
GRAND FORKS SMSA					
Labor Force	44,110	44,750	44,190	−1.4	−0.2
Employment	41,740	42,130	41,400	−0.9	0.8
Unemployment	2,370	2,620	2,790	−9.5	−15.1
Unemployment Rate	5.4	5.9	6.3		

U.S. data seasonally adjusted; other data not seasonally adjusted.

NONFARM WAGE AND SALARY EMPLOYMENT

	Aug. 1981	July 1981	Aug. 1980	Percent Change from July 1981	Percent Change from Aug. 1980
FARGO-MOORHEAD SMSA WAGE AND SALARY EMPLOYMENT					
TOTAL	**62,130**	**61,580**	**61,340**	**0.9**	**1.3**
Construction and Mining	4,100	4,010	4,550	2.2	−9.9
Manufacturing	4,900	4,860	4,670	0.8	4.9
Durable Goods	2,330	2,260	2,240	3.1	4.0
Nondurable Goods	2,570	2,600	2,430	−1.2	5.8
Food and Kindred Products	1,800	1,820	1,690	−1.1	6.5
Other Nondurable Goods	770	780	740	−1.3	4.1
Transportation, Comm. and Public Utilities	3,880	3,900	3,930	−0.5	−1.3
Wholesale Trade	6,980	6,650	7,100	5.0	−1.7
Retail Trade	12,740	12,650	12,640	0.7	0.8
Finance, Insurance, and Real Estate	3,790	3,790	3,780	-0-	0.3
Services	13,930	13,920	13,380	0.1	4.1
Government	11,810	11,800	11,290	0.1	4.6
Federal	2,150	2,170	2,140	−0.9	0.5
State and Local	9,660	9,630	9,150	0.3	5.6
GRAND FORKS SMSA WAGE AND SALARY EMPLOYMENT					
TOTAL	**36,360**	**36,550**	**35,800**	**−0.5**	**1.6**
Construction and Mining	2,250	2,150	2,350	4.7	−4.3
Manufacturing	2,030	2,200	2,170	−7.7	−6.5
Transportation, Comm. and Public Utilities	2,630	2,630	2,600	-0-	1.2
Wholesale Trade	2,330	2,240	2,320	4.0	0.4
Retail Trade	8,100	8,010	8,270	1.1	−2.1
Finance, Insurance, and Real Estate	1,610	1,600	1,580	0.6	1.9
Services	7,480	7,690	7,320	−2.7	2.2
Government	9,930	10,030	9,190	−1.0	8.1

MANUFACTURING HOURS AND EARNINGS

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	Aug. 1981	July 1981	Aug. 1980	Aug. 1981	July 1981	Aug. 1980	Aug. 1981	July 1981	Aug. 1980
United States									
Total Manufacturing	320.40	317.59	286.89	39.9	39.6	39.3	8.03	8.02	7.30
Durable	344.92	342.00	308.87	40.2	40.0	39.7	8.58	8.55	7.78
Nondurable	285.26	282.69	257.52	39.4	39.1	38.9	7.24	7.23	6.62
Food & Kindred	298.15	295.42	278.07	39.7	39.6	40.3	7.51	7.46	6.90
Printing & Publishing	308.25	305.41	283.84	37.5	37.2	37.2	8.22	8.21	7.63
North Dakota									
Total Manufacturing	279.94	272.54	251.37	38.4	37.8	37.8	7.29	7.21	6.65
Durable	295.86	281.94	262.65	39.5	38.1	37.9	7.49	7.40	6.93
Nondurable	263.00	263.63	240.26	37.2	37.5	37.6	7.07	7.03	6.39
Food & Kindred	278.97	265.65	242.89	38.8	38.5	38.8	7.19	6.90	6.26
Printing & Publishing	223.09	230.86	206.01	33.1	34.1	32.7	6.74	6.77	6.30
Fargo-Moorhead SMSA									
Total Manufacturing	301.07	297.18	274.53	38.5	38.1	37.3	7.82	7.80	7.36
Durable	331.89	321.86	288.77	39.7	38.5	37.6	8.36	8.36	7.68
Nondurable	268.93	272.19	258.67	37.3	37.7	36.9	7.21	7.22	7.01

ESTIMATED LABOR TURNOVER

(per hundred employees)

Accession Rates

	Total			New Hires			Recalls		
	Aug. 1981	July 1981	Aug. 1980	Aug. 1981	July 1981	Aug. 1980	Aug. 1981	July 1981	Aug. 1980
North Dakota									
Mining	6.6	7.1	3.2	5.8	5.6	2.6	0.7	0.6	0.6
Manufacturing	4.6	4.1	3.4	3.1	3.0	2.3	1.3	0.9	0.6
Fargo-Moorhead SMSA									
Manufacturing	3.7	4.1	2.9	2.1	3.4	1.9	1.4	0.6	0.6

Separation Rates

	Total			Quits			Layoffs		
	Aug. 1981	July 1981	Aug. 1980	Aug. 1981	July 1981	Aug. 1980	Aug. 1981	July 1981	Aug. 1980
North Dakota									
Mining	10.4	7.7	6.2	7.8	4.7	5.8	0.3	0.7	0.0
Manufacturing	4.7	5.2	8.8	3.5	1.9	3.0	0.4	2.5	4.8
Fargo-Moorhead SMSA									
Manufacturing	3.2	2.8	6.1	2.1	1.4	1.6	0.1	0.3	3.2

NORTH DAKOTA
NONFARM WAGE AND SALARY EMPLOYMENT

	Aug. 1981	July 1981	Aug. 1980	Percent Change from July 1981	Percent Change from Aug. 1980
TOTAL	**248,660**	**248,140**	**246,690**	**0.2**	**0.8**
MINING	**10,910**	**10,670**	**8,770**	**2.2**	**24.4**
Coal	1,290	1,290	1,220	-0-	5.7
Crude Petroleum and Natural Gas	9,250	9,010	7,170	2.7	29.0
Other Mining	370	370	380	-0-	−2.6
CONSTRUCTION	**16,670**	**16,270**	**18,810**	**2.5**	**−11.4**
Building Construction	4,320	4,190	4,790	3.1	−9.8
Street, Highway and Heavy Construction	4,590	4,520	5,630	1.5	−18.5
Special Trade Construction	7,760	7,560	8,390	2.6	−7.5
MANUFACTURING	**15,370**	**15,490**	**15,020**	**−0.8**	**2.3**
Durable Goods	7,640	7,590	7,320	0.7	4.4
Stone, Clay and Glass	1,020	1,020	1,100	-0-	−7.3
Primary and Fabricated Metals	710	720	700	−1.4	1.4
Machinery and Transportation Equipment	5,020	4,980	4,630	0.8	8.4
Other Durable Goods	890	870	890	2.3	-0-
Nondurable Goods	7,730	7,900	7,700	−2.2	0.4
Food and Kindred Products	3,780	3,970	3,900	−4.8	−3.1
Dairy Products	950	960	920	−1.0	3.3
Food Specialties, Sugar and Confectionery Products	1,130	1,350	1,280	−16.3	−11.7
Bakery Products	400	400	440	-0-	−9.1
Other Food and Kindred Products	1,300	1,260	1,260	3.2	3.2
Printing and Publishing	2,180	2,160	2,140	0.9	1.9
Other Nondurable Goods	1,770	1,770	1,660	-0-	6.6
TRANSPORTATION, COMMUNICATIONS, AND PUBLIC UTILITIES	**16,700**	**16,710**	**16,820**	**−0.1**	**−0.7**
Transportation	8,740	8,730	8,840	0.1	−1.1
Railroads	3,250	3,250	3,420	-0-	−5.0
Trucking and Warehousing	4,230	4,210	4,180	0.5	1.2
Other Transportation	1,260	1,270	1,240	−0.8	1.6
Communications	3,820	3,860	3,940	−1.0	−3.0
Public Utilities	4,140	4,120	4,040	0.5	2.5
WHOLESALE TRADE	**21,200**	**21,040**	**21,120**	**0.8**	**0.4**
Durable Goods	10,770	10,740	10,780	0.3	−0.1
Nondurable Goods	10,430	10,300	10,340	1.3	0.9
RETAIL TRADE	**46,940**	**46,650**	**47,530**	**0.6**	**−1.2**
General Merchandise	6,050	5,980	5,920	1.2	2.2
Food Stores	6,370	6,340	6,390	0.5	−0.3
Automotive Dealers and Service Stations	6,370	6,400	6,630	−0.5	−3.9
Apparel and Accessory Stores	2,910	2,850	2,960	2.1	−1.7
Other Retail	25,240	25,080	25,630	0.6	−1.5
FINANCE, INSURANCE, AND REAL ESTATE	**12,010**	**11,980**	**11,550**	**0.3**	**4.0**
Finance	6,500	6,470	6,190	0.5	5.0
Banking	4,380	4,350	4,240	0.7	3.3
Other Finance	2,120	2,120	1,950	-0-	8.7
Insurance	3,530	3,530	3,460	-0-	2.0
Real Estate	1,980	1,980	1,900	-0-	4.2
SERVICES	**51,650**	**51,510**	**49,550**	**0.3**	**4.2**
Lodging	4,840	4,750	4,560	1.9	6.1
Nursing and Personal Care	5,670	5,600	5,430	1.3	4.4
Hospitals	12,280	12,230	11,810	0.4	4.0
Other Medical	5,020	4,960	4,770	1.2	5.2
Other Services	23,840	23,970	22,980	−0.5	3.7
GOVERNMENT	**57,210**	**57,820**	**57,520**	**−1.1**	**−0.5**
Federal Government	9,490	9,570	9,800	−0.8	−3.2
State Government	15,570	15,430	15,020	0.9	3.7
Educational Services	8,930	8,810	8,360	1.4	6.8
Other State Government	6,640	6,620	6,660	0.3	−0.3
Local Government	32,150	32,820	32,700	−2.0	−1.7
Educational Services	13,290	13,710	13,320	−3.1	−0.2
Other Local Government	18,860	19,110	19,380	−1.3	−2.7

PRODUCER PRICE INDEX UNITED STATES AVERAGE

(1967=100)	Annual Average 1980	Aug. 1981	July 1981	Aug. 1980	Percentage Change from July 1981	Aug. 1980
All Commodities	268.6	296.2	296.0	273.8	0.1	8.2
Farm Products and Processed Foods and Feeds	244.5	253.9	256.6	255.1	−1.1	−0.5
Industrial Commodities	274.5	307.0	306.0	278.2	0.3	10.4

GLOSSARY OF TERMS

Civilian Labor Force—number of persons 16 years and older defined as employed or unemployed, excluding members of the Armed Forces.

Consumer Price Index (CPI)—a measure of the average change in prices over a period of time in a fixed market basket of goods and services. Changes are usually expressed in percentages. The following example illustrates the method used to calculate the percentage change using 211.5 as the "current index" and 209.1 as the "previous index":

Current index	211.5
Less previous index	209.1
Equals	2.4
Divide by the previous index	209.1
Equals	.011
Results multiplied by one hundred	.011x100
Equals percentage change	1.1

Covered Employment—employment that falls under coverage of the North Dakota Unemployment Compensation Law. At the present time only agriculture, the self-employed, students working for educational institutions, religious organizations, fully commissioned salesmen, and elected and appointed officials have significant numbers of non-covered workers.

Employed—those persons working for pay or profit during a week, or unpaid family workers working 15 hours or more during a week. Also included are those who, although not working, had some job attachment and were **not** looking for work. This involves persons temporarily absent from a job due to illness, bad weather, vacation or labor-management dispute, whether or not they were in a pay status during their time off.

Insured Unemployment—a count of persons who have filed claims for state job insurance benefits. An accurate comparison of data for the insured unemployed cannot be made if one period of time is prior to July 1, 1979, and the second period is after that date. This is due to the change in eligibility requirements mandated by the state legislature effective July 1, 1979.

Nonfarm Wage and Salary Employment-Establishment Data—refers to the number of jobs held rather than the number of people employed.

"p"—preliminary estimates subject to revision.

Producer Price Index (PPI)—measures average changes in prices received in primary markets of the United States by commodity producers in all stages of processing. These changes are usually expressed in percentages. The method of calculation is the same as used for the Consumer Price Index (See item 2).

Seasonally Adjusted Labor Force Series—to assist in evaluating the labor force, recurrent yearly employment and unemployment movements have been isolated and removed by the Bureau of Labor Statistics though a seasonal factor method.

Standard Metropolitan Statistical Area (SMSA)—(a) an area designated by the Office of Management and Budget with a central city of at least 50,000 inhabitants; or (b) a central city of at least 25,000 inhabitants but with a minimum of at least 50,000 when combined with adjacent populated areas, provided the county or counties in which the city and adjacent areas are located have a population of at least 75,000.

Unemployment—the number of persons who for an entire week did not work at all, were able to work and available for work, and (1) were looking for work or (2) would have looked for work except that (a) they were waiting to return to a job from which they had been laid off; or (b) they were waiting to report to a new wage and salary job scheduled to start within the following 30 days (and were not in school during the week).

Unemployment Rate—the number of unemployed expressed as a percent of the civilian labor force.

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